

HOTLINE

A PUBLICATION OF THE WASHINGTON ASSOCIATION OF SCHOOL ADMINISTRATORS



50 Years of WASA

Celebrating five decades of transforming Washington's schools

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NEW BEGINNINGS

Welcome, new school administrators and superintendents! We're glad you're here.

HOTLINE

IN THIS ISSUE OF

A NEW MILLENNIUM BEGINS.

We (*somehow*) survived Y2K to keep supporting school administrators across Washington. Twenty-two years later, the once-new millennium no longer feels quite so new.

Twenty-two years ago, few of us could've imagined the new era we're living in today. In fact, Marty McFly's hoverboard might have felt more plausible than a devastating coronavirus pandemic that would transform the entire education system.

We are, as they say, living in unprecedented times, and more unprecedented times certainly lie ahead. Yet these challenges bring with them new opportunities to serve students in more ways than ever before.

So, pull out your Blackberry and PalmPilot, put on a good CD, and get ready to journey back through time with us to the 2000s in this issue of *WASA Hotline*.

Cover collage: A peek into the 2000s from the WASA archives, featuring WASA leaders, members, and conference attendees.

Thank you to Joel Aune, Sheila Chard, Shari Parsons, Bella Troiani, Frank Hewins, Jill Jacoby, Rich McBride, Rich McCullough, Barbara Mertens, Janet Barry, and Nathan Plummer for your contributions to this issue of *Hotline*.

Do you have an idea for our next issue of *Hotline*? Send an email to **Shari Parsons**.

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A MESSAGE FROM OUR WASA EXECUTIVE DIRECTOR

Reset, Refocus, and Reprioritize

March 24, 2020—Governor Inslee signs a statewide proclamation for all Washingtonians to stay at home for the next two weeks.

Next week marks the two-year anniversary of Governor Inslee's first Stay at Home Order. At that moment, none of us could have imagined what the future would bring. The past two years have been extraordinarily challenging on so many different fronts. The pandemic has often defined priorities and dominated the focus of our work. In a super-charged political environment, leaders have struggled to manage complex operational challenges while advancing teaching and student learning. Is the end of the mask mandate a turning point for us? *I certainly hope so.*

While a return to pre-pandemic "normalcy" is unlikely, the opportunity is now presenting itself to reset, refocus, and reprioritize our efforts to advance teaching and learning.

As you plan for next year and seize opportunities to redirect or refine your district's focus on teaching and learning, you may want to consider or reacquaint yourself with resources and opportunities WASA is providing to lead this work in a deliberate, purposeful, and systemic fashion. These opportunities each focus on creating a culture and building systems to ensure all students have equal access and opportunity to achieve successful outcomes:

- In partnership with Solution Tree, our **PLC at Work Project** is a three-year statewide project designed for district leaders to engage deeply in the PLC at Work process to address issues of equity and to ensure that all students learn at high levels.
Contact: **Mike Nelson** at 253.508.0192
- The **WASA Instructional Leadership Network (ILN)** is a structure that provides district leaders with Teaching & Learning resources and collaboration opportunities to foster a culture of learning within their own district and across the entire state.
Contact: **Chris Beals** at 253.334.8016

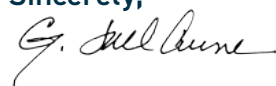
- WASA's **Inclusionary Practices Project (IPP)** provides resources to a network of districts working to develop systems that ensure positive outcomes for ALL students—transforming the system from merely placing students with disabilities in general education settings to one where all students get what they need.
Contact: **Helene Paroff** at 509.953.9512

- The **Washington State Leadership Academy (WSLA)** supports districts to grow leadership capacity that results in safe, adaptable, equitable, and continuous learning systems.
Contact: **Sharon Bower** at 360.520.6503

Through the pandemic experience, we have all learned to be cautious in our optimism. However, now is the time to think big. As you look toward a future where student learning once again becomes **THE** singular focus of your district, WASA has a good deal of excellent resources available to assist you in this work. Each of these focuses on leadership, the aim of which is deep and sustainable system change that will ultimately ensure each and every student in your schools achieve successful outcomes.

We are currently inviting districts to participate in some or all of these professional learning opportunities beginning next year. Please don't hesitate to reach out if you want to learn more.

Sincerely,



Joel Aune, WASA Executive Director

MARCH REMINDERS

Share Your Story

We'd like to highlight *your* experience with WASA in our 50th Anniversary Celebration issues of *Hotline*. As we celebrate, reminisce, and reflect on the past 50 years, we know that none of it would have been possible without you, our members. If you'd like to share your story in the next issue of *Hotline*, please email **Shari Parsons**.

Connect with Us

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

Update Your Profile

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.

Contact **Sheila Chard** if you have questions or need assistance.

YOUR PRESIDENT-ELECT CANDIDATES



Michael Green
SUPERINTENDENT

Woodland School District
Woodland, WA

Michael Green, Superintendent of the Woodland School District, and Mike Villarreal, Superintendent of the Hoquiam School District, have been nominated as the 2022-23 WASA President-elect candidates.



Mike Villarreal
SUPERINTENDENT

Hoquiam School District
Hoquiam, WA

Leading up to the August elections, WASA will share introductory videos and biographical information on each candidate in the WASA News and on the WASA website. Watch for further information to come.

Congratulations to both Michael and Mike, and our thanks for your willingness to serve!

THE THREE PILLARS OF WASA

Strengthening Advocacy

WASA's mission is anchored in the three pillars of leadership, trust, and advocacy. In this issue, WASA Member Dr. Frank Hewins shares his perspective on the pillar of advocacy.

WASA's mission revolves around the three pillars of leadership, trust, and advocacy. Throughout my long career as a leader and WASA member, advocating for public education and the students who attend our schools has been my priority. This priority was actionable in the community and district where I was superintendent, within the State Capitol in Olympia as a member of WASA's Legislative Committee, and in the halls of Congress in Washington, D.C. as one of WASA's representatives to the AASA Governing Board.

Advocacy is defined as an activity by an individual or group that aims to influence

decisions within political, economic, and social institutions. Effective advocacy requires research, organizing, mobilizing, legislative analysis, lobbying, and voter education.

For its entire 50-year history, WASA has led the way throughout the state in advocating for public education, students, and leaders. Under the expert guidance and work of Dan Steele and Barbara Mertens before him, WASA has continued to play the "long game" in its advocacy with the Legislature for making Washington state schools and their leaders the best that they can be, regardless of the political environment of the times.

WASA's influence is felt in every legislative session, and our collective efforts have resulted in not only protecting our schools but enhancing them at every level. When WASA members speak, legislators listen.

When we collaborate with educational partners like AWSP, WSSDA, AEA, WASBO, and WSPA to speak with one voice, we're able to better advocate for the best interests of schools, students, parents, staff, and educational leaders statewide.

As a WASA member, never forget the individual and collective influence you possess and make every effort to be at the table so you can use your influence to its fullest extent.

Dr. Frank Hewins served as Superintendent in the Franklin Pierce School District from 2007 to 2018. He was WASA President in 2015 and our state Superintendent of the Year in 2018. Frank served on WASA's Legislative and Finance Committee for over 20 years.

JANUARY MINUTES IN BRIEF

BOARD MEETING

The Board approved the following:

Consent Calendar:

- January 2022: Comparative Membership Report, WASA Board Minutes
- 2021 WASA Fall Conference Financial
- October 2021: Balance Sheet and Income Statement

The Executive Director's Report included:

- Awards and Scholarship Opportunities
- Region Leadership for 2022-23
- WASA Educational Equity Statement

Presentation:

- WASA Leaders Workshop

Action items:

- WASA President-elect Candidates for 2022-23
- Proposed 2022-23 WASA Board Meeting Schedule

WASA Assistant Executives reported on:

- Management Reviews
- Member Assistance
- SIRS
- ERNN Workshops
- Legislative Session Update
- Legislation and Finance Committee
- Quick Facts since the December Meeting

- Upcoming Professional Learning Opportunities

The April 18 Board meeting will be held in conjunction with the WASA Leaders Workshop. The board meeting will be held from 3-5 p.m.

EVENT SNAPSHOTS

WASA members attended the AASA National Conference on Education in Nashville, Tenn.

More than 70 WASA members were joined by school administrators from Alaska, Montana, and Oregon at the Northwest Reception to celebrate excellence in educational leadership across our region.

We are so grateful for the support of all the Northwest Reception sponsors who made this event possible!

Left: 2022 Washington Superintendent of the Year Susan Enfield speaks at the Northwest Reception.

Below: Keynote speaker and CASEL co-founder Tim Shriver opens the National Conference on Education.



A LEGACY OF CARE

Howard Coble's VEBA Legacy

Forty years ago, former WASA Executive Director, Dr. Howard Coble, realized rising healthcare costs would one day become a problem.

He was concerned about his own mounting medical insurance premiums and challenged his financial advisor to "do something." Back then, a typical school retiree and spouse were paying around \$150 per month before going on Medicare. Fast forward to 2022, and retirees are paying ten times that amount.

Dr. Coble's financial advisor, Russ Wilkerson, ran with the challenge. He partnered with a colleague, Bill Laney, and the two presented a radical concept to WASA, AWSP, and WASBO: create a voluntary employees' beneficiary association (VEBA) trust to hold employer contributions and provide medical expense reimbursements. The associations embraced the idea and pioneered the VEBA program in 1984. VEBA accounts were born with funding initially coming from unused pooling dollars for single employees and those with double coverage.

Dr. Coble probably never dreamed his concern would kindle a revolutionary medical

reimbursement plan: a program that would end up helping several generations of active and retired school employees. This program would become a national lighthouse and model for similar programs all over the country.

Dr. Coble was proud of his participation in helping create the VEBA program. He once had this to share after returning from an AASA conference: "There was a booth with guys promoting an 'America's VEBA' plan. They said they copied everything we had done in Washington!"

Today, the VEBA Plan supports 100,000 active and retired participants. More than 400 school districts, community and technical colleges, universities, and state agencies contribute sick leave cash out dollars and other funds to the VEBA Plan. In most cases, these amounts would otherwise be paid to employees as taxable income.

WASA, AWSP, and WASBO each appoint two volunteer trustees who make up the six-member VEBA Board. WASA's appointed trustees are Dr. Mike Dunn, VEBA Board Chairman and Superintendent of NorthEast Washington ESD 101, and Dr. Greg Baker,

VEBA Board Secretary and Superintendent of Bellingham Public Schools.

VEBA has enjoyed tremendous support from WASA and each of its executive directors.

Gallagher, which acquired VEBA Service Group in 2012, serves as plan consultant, providing all onsite service and customer care for employers and participants.

Gallagher values its longstanding partnership with WASA and is proud to honor Dr. Coble's legacy by sponsoring the annual **Gallagher Howard M. Coble Scholarship for Under-Represented Educational Leaders**. Learn more about the scholarship and other WASA award opportunities on page 9.

For more information about the VEBA Plan, visit www.veba.org.

THANK YOU, SPONSORS!

Corporate sponsorship has always been an essential element of WASA's ability to provide an exemplary professional learning and networking experience for our members at a reasonable cost. But our sponsors provide more than just resources for WASA to deliver affordable conferences, workshops, institutes, and academies. Our corporate sponsors are **true** partners, as they view this relationship with you as a unique and altruistic one. Thank you, 50th Anniversary sponsors!



PROFESSIONAL ASSISTANCE PROGRAM

WASA places a high priority on supporting its members 24 hours a day. WASA executives are experienced, professional colleagues who are available to advise members on situations related to their roles as education leaders. Active WASA members are eligible to access the following through our Professional Assistance Program:

- Advice and Legal Counsel
- Legal Services
- Ethics Assistance
- Conflict Intervention
- Contract Review
- Mentorship

Questions? Please contact Andy Wolf. Andy can be reached at 360.489.3646 or by email.

the 2000s

A NEW DECADE OF WASA BEGINS

The next decade in WASA's history brought with it new opportunities to strengthen our partnerships, advocate for statewide change, and deepen our commitments to equity, excellence, and professional learning.

- » Jill Jacoby became WASA's first female executive director in 2001 and shared the role with Doyle Winter during the 2001–02 year.
- » Jan Hoffer retired after 25 years at WASA in 2003.
- » Our goals throughout the decade remained consistent: we set decade-long goals related to competent, effective, ethical, and visionary leadership; continuous improvement of systems focused on equity and excellence to enhance student learning; and legislative and community support for public schools.
- » WASA membership remained steady throughout the decade. We had our highest membership during the 2006–07 year, with 1,620 members.
- » Our budget grew from \$2.3 million in 2001 to \$3.3 million in 2009. This growth allowed us to provide more supports to leaders, educators, students, and advocates across the state.
- » We published ten landmark resources, including *Generations of Progress*, *Zap the Gap*, and the *Washington State School Strike Information Manual*.
- » Our legislative platform often centered on developing a sustainable, fairly allocated, and fully funded system of finance for K–12 schools.
- » The simple majority threshold for levies was ratified as a constitutional amendment in 2007.
- » We partnered with dozens of organizations throughout the 2000s to support students and leaders across our state. Our work was sponsored by local and national organizations—several of these sponsors, including D.A. Davidson & Co. and The Beresford Company, continue to support our mission.
- » We celebrated ten outstanding state Superintendents of the Year. Stephen Rasmussen (2002) and Larry Nyland (2007) were national finalists.
- » We honored hundreds of exemplary leaders statewide with awards at the state and regional levels and scholarships.

JILL JACOBY REFLECTS: LEADING THE WAY

In the 1990s, Washington became a leader in two areas of educational reform: the collaborative development of student learning outcomes and the growing role of women in school district leadership.

Under Executive Director John Fotheringham, WASA played a major role in the development of the underlying structure that made these changes successful. From my early years working for ESD 113, through my years as superintendent of the Bethel School District, WASA's guidance and support was always there when I needed it.

In 2001, I was selected as the first woman to be the Executive Director of WASA. During the first year, Doyle Winter, the outgoing Executive Director, and I—the incoming Executive Director—co-shared the executive role. Doyle introduced me to the operational and legislative side of the organization, and I was responsible for WASA conferences and professional development.

WASA's administrative training had always increased the knowledge and deepened the skills needed to be effective district leaders, but

now was starting to expand the emphasis on instructional leadership. As part of this goal, WASA found outstanding national leaders in educational reform to share their skills and processes with district administrators at conferences and forums.

WASA increased the ways members met and shared successful district level instructional strategies; recognizing that the development of systemwide instructional leadership skills was a key to supporting the success of site-based management.

During this time, I felt the joy of being part of a large educational family.

WASA staff continued its work to utilize available resources to strengthen public schools and support their commitment to improve student learning. Barbara Mertens was invaluable in her ability to communicate school districts' need for stable funding to legislators. John Dekker, WASA's Assistant Executive Director, drew on his years of experience as the superintendent of

a small, rural district to provide a wide range of expertise to small school district administrators.

In 2004, WASA, in partnership with OSPI, brought together a team of district administrators to author a publication titled *The School System Improvement Resource Guide*. Copies of the resource guide and training in how to apply its contents to support principals and teachers were provided to every school district.

WASA also joined with AWSP, OSPI, WSSDA, the Washington Association of Student Councils, and the Washington Association of Colleges for Teacher Education to form the Washington State Learning First Alliance to create a cohesive force to support improved learning for all Washington's young people.

During those years, WASA—in partnership with the ESDs and OSPI—started a training cadre for District Improvement Facilitators. These administrators—many from small, rural districts—were able to provide additional support and training to districts struggling to meet the educational needs of their diverse student populations.

Dr. Jill Jacoby served from 2001–07 as WASA's first female Executive Director.

RICH MCBRIDE REFLECTS...

Thank You for Being a Friend

"Thank you for being a friend, traveled down a road and back again. Your heart is true...you're a pal and a confidant ..."

Wonderful lyrics from Ronald Goldman and the familiar *Golden Girls* theme song.

As I think back to the years 2000–10 and the profound impact that WASA has had on both our profession and on me, the lyrics of this song easily come to mind. Like most any decade in the past 50 years, the first decade of this new century held its fair share of challenges for public education. Tackling the challenges of ample school funding, school construction, school consolidation, simple majority, professional development, and legislative advocacy have been hallmarks of WASA's legacy.

It is hard to think about the past five decades without thinking about the many faces of WASA: the executive directors, assistant and associate executive directors, staff, board members and committee/component chairs, the presidents, and last—but not least—the corporate sponsors and contributors, seen at any WASA conference or event, who have steadfastly been a part of our WASA experience for many years.

While the faces may have changed, the core mission of WASA has remained the same: to support and advocate for our profession and for us as individuals as we have gone about our important work.

For so many of us, our involvement with WASA not only allowed us to grow professionally, but it also allowed us to build

deep, abiding personal and professional friendships that have lasted well beyond our professional careers.

Leadership, trust, and advocacy: it was true then, and it's still true today. For me, and so many colleagues, no matter the success or the challenges we faced, WASA has been both a trusted friend and a confidant.

Thank you, WASA. Thank you for being a friend. Here's to another great 50 Years!

Rich McBride served as Superintendent in the Harrington, Newport, and East Valley school districts before being selected Superintendent of the North Central ESD in 2002. Rich was elected WASA President in 2008.

RICH MCCULLOUGH REFLECTS...

A Singular Honor

Recently, I was asked to reflect on my 31 years as a successful superintendent. I responded with a list of people, places, and things that enriched my life as a superintendent.

People on the list included family members, mentors, and colleagues. The students served were always an inspiration to me. Places came to mind in those communities that entrusted me with their children's education.

This is the 50th anniversary year for the Washington Association of School Administrators. This event gives me pause to think about what role WASA has played in my career as a superintendent. When I was first hired as a superintendent in Washington in 1988, I had just finished 14 years in that role in Oregon. The assumption might be made that I was fully prepared for my new job.

Nothing could be further from the truth. I was overwhelmed with a new set of rules, district context, and an entirely different educational culture in my new state. As I prepared for the move from Oregon to Washington, I must admit I had reservations about whether I had made the right decision.

Before I arrived on the job in July, I was contacted by WASA Executive Director,

Howard Coble, offering his support and inviting me to join WASA. Soon after, I heard from Howard's Deputy Director, John Fotheringham, inviting me to participate in the annual WASA New Superintendent Workshop in August.

Howard and John arranged for me to meet with my ESD Superintendent, Doyle Winter, and I was off and running. WASA assigned Wilma Smith, a veteran Washington superintendent, to be my mentor for my first year in the state. All of this support laid the foundation for a successful run of 17 years as a superintendent in Washington.

Being elected president of WASA in 2002 was the singular honor of my career.

After I retired in 2005, I helped plan the new Superintendent Certification Program at Western Washington University, along with Kris McDuffie. In 2006, I was hired as Director of the new Executive Leadership Program for Superintendents at Seattle University. One of our primary points of emphasis in both programs was the essential nature of active membership in WASA.

highlights OF THE 2000s



WASA enriched our state with the establishment of the District Improvement Facilitator (DIF) Program to support school districts in improvement status. In the role of DIF for the Everett Public Schools from 2007–11, I once again saw the incredible impact our professional association had on the quality of education in Washington.

WASA's motto, "Leadership for Learning," is an apt descriptor of what this great organization has been and continues to be.

Rich McCullough served as Superintendent of the Snoqualmie Valley School District for 17 years. He was elected WASA President in 2002, and later named State Superintendent of the Year in 2003.

BARBARA MERTENS REFLECTS...

The Long Road to the Simple Majority

Dr. Barbara Mertens tells the 60-year story of the pursuit to pass simple majority legislation for levies.

A long time ago, but not far away, there were more than 2,000 school districts in the state of Washington.

People were confused about the district in which they lived, especially when it came to voting on levies. In addition to the turmoil and economic uncertainty during World War II, there was a belief that non-property owners should not be allowed to raise taxes on property owners. Because of these concerns, an amendment was added to the Washington State constitution in 1944. This required a 60 percent supermajority and a 40 percent validation of the last general election voter turnout to approve school district "excess" levies and bonds.

Six decades later, school districts struggled to keep up with the increasing costs required to improve student learning, health, safety, social issues, and technology integration. State and federal requirements were imposed to implement education reform. Many of these were unfunded mandates.

The debate about what defined basic education carried on in the Legislature and courts, but schools still faced the dilemma: without adequate resources, how could they provide their staff with the knowledge, training, tools, and skills needed to prepare students for the twenty-first century?

The schools' only recourse was to try to persuade their voters to close the funding gap between what was needed and what was provided by the government. The super majority and validation restrictions on school levies created an enormous burden for school districts in these efforts.

Before I came to WASA in 1993, Executive Directors Doyle Winter, Howard Coble, and John Fotheringham, along with the WASA Board and Legislation and Finance Committee, added the simple majority to WASA's legislative priorities. WSSDA's leadership had also laid the groundwork for working on this issue through their legislative liaisons, Dwayne Slate and Dan Steele. By joining forces, we set the stage for a long-term, consistent, and persistent strategy to pass the simple majority for school levies and bonds.

To change the constitution, we had to get two-thirds of both the House and the Senate to approve the measure, and then take it to the people at the next general election. The membership of the Legislature changed with each new session. Establishing rapport with new members; keeping connected to returning members; maintaining communication with the leadership in both parties in both houses; and tracking "yes, no, undecided" votes was a never-ending task.

Proponents agreed with our position that a simple majority vote was a democratic principle and that the super majority/validation requirements were unfair. The simple majority would save resources that are better used in the schools to serve students. The number of school districts was reduced from over 2,000 to 295. The media made information on all funding requests available to everyone. The conditions present in 1944 no longer existed.

Opponents argued that if the supermajority was eliminated, taxes would increase, a fewer number of voters could pass levies, rich districts would benefit and leave property-poor districts with proportionately less money, and it was unnecessary, as most levies passed (though not on the first try).

Each year, we pretty much began where we had started the year before. In the late 1990s, Rep. Sam Hunt, a former school director himself, came to the WASA/WSSDA Legislative Conference. He suggested we consider separating the levies from the bonds. It was his experience as a legislator that there was more opposition to passing the bonds. He said that we could run two bills and support them both. After a great deal of resistance, hesitation, debate, and consultation with our boards, committees, and members, WASA and WSSDA adopted this strategy.

In 2005, Rep. Shay Schual-Berke sponsored a simple majority for school levies bill. It passed in the House but failed (as it always did) in the Senate. Rep. Schual-Berke continued her efforts relentlessly over the next two years. In 2006–07, of the 363 funding measures submitted by school districts to the voters, 80 were turned down—71 by yes votes between 50 percent and 60 percent. Some districts lost with 59 percent of the vote.

In April 2007, Rep. Schual-Berke's bill—Engrossed House Joint Resolution 4204—

passed the House 79–19 and was sent to the Senate. Senate Majority Leader, Lisa Brown, joined Senators Rosemary McAuliffe and Tracey Eide (Chair and Vice-chair of the Education Committee) in an all-out effort to get the votes needed for passage. Because of their support and negotiating skills while "counting the votes," the bill passed 33–16. The issue was finally going to the people on the November General Election ballot.

The Simple Majority 2007, a coalition of education and civic groups, was formed including WASA, WSSDA, WSPA, WSPTA, WASBO, WEA, LWV, and five chambers of commerce. There cannot be enough praise for the thousands of individuals—citizens, parents, teachers, administrators, and elected officials—who worked together to get out the vote.

WEA, with its resources, networking capabilities, and experience, led the campaign. On October 16, 2007, Governor Christine Gregoire and former Governors Mike Lowry, John Spellman, Booth Gardner, and Dan Evans held a press conference to support EHJR 4202. They said that the supermajority was an archaic and unfair burden on school districts. It was time to move forward.

On November 6, 2007, after 63 years, the people were given the opportunity to decide if the school district 60 percent supermajority and 40 percent validation requirements should be removed from the state constitution. The people said YES—ironically, by a simple majority vote of 50.61 percent to 49.39 percent.

Dr. Barbara Mertens retired in 2010 after serving in Washington education for 41 years. She was WASA's Assistant Director for Government Relations from 1993–2010 and was instrumental in the effort to secure the simple majority for school district measures.



Assistant Executive Director Barbara Mertens and the WASA team led efforts to pass EHJR 4204 and defeat I-729.

2000

2001

2002

2003

2004

GOALS FOR THE NEW MILLENNIUM

WASA set new goals for advancing teaching and learning in Washington. Over the course of the decade, we centered our advocacy and efforts on six goals:



goal 1
COMPETENT, ETHICAL, &
VISIONARY LEADERSHIP



goal 2
WASA ORGANIZATION
& GOVERNANCE



goal 3
LEG. & COMMUNITY
SUPPORT FOR SCHOOLS



goal 4
STUDENT LEARNING &
EDUCATIONAL REFORM



goal 5
COMPETENT, ETHICAL, &
VISIONARY LEADERSHIP



goal 6
IMPROVEMENT OF SYSTEMS
FOR EQUITY & EXCELLENCE

CELEBRATING LEADERS

Award Recipients

The state award and scholarship recipients from 2000–09, listed below, are joined by more than 150 regional award recipients from the same period. Each of these WASA members—in fact, each of our more than 1,600 members during the 2000s—is reason to celebrate.

Robert J. Handy Most Effective Administrator Awards

Small Districts (less than 500)

2002	Martin Boyle, Index SD
2003	Dale Bowen, Wishkah Valley SD
2004	Jim Kowalkowski, Pomeroy SD
2005	Bob Friese, Willapa Valley SD
2006	Beverly Fox, Palouse SD
2007	Larry Keller, Mansfield SD
2009	Phil Williams, Lyle SD

Medium Districts (501–2000)

2002	Betty Arne, Ocean Beach SD
2003	Mark Johnson, Nooksack Valley SD
2004	Tim Bruce, La Conner SD
2005	Jack Adams, Colville SD
2006	Keith Morris, Mabton SD
2007	Gene Schmidt, Bridgeport SD
2008	Jeff Peck, Lake Chelan SD
2009	Melissa Stevenson, Wahluke SD
2010	Steve Holland, Raymond SD

Large Districts (2001+)

2002	Jim Parsley, Vancouver SD
2003	Ben Soria, Yakima SD

2004	Mike Riley, Bellevue SD
2005	Jay Hambly, White River SD
2006	Joel Thaut, Granite Falls SD
2007	John Welch, Highline SD
2008	Patti Banks, University Place SD
	Terry Edwards, Everett SD
2009	Polly Crowley, West Valley SD
2010	Dennis Maguire, Pasco SD

Dr. Doyle E. Winter Scholarship for Administrative Leadership in Education

2003	Monte L. Bridges, PSESD
2004	Peter Finch, West Valley SD, Yakima
2005	Delcine Mesa-Johnson, Wahluke SD
2006	Irene Gonzalez, Spokane SD
2007	Anna-Maria de la Fuente, Seattle SD
2008	Tammy Campbell, Spokane SD
2009	Anne Rene Joseph, OSPI

WASA Leadership Award Recipients

2000	Jim Shoemaker & Tom Wood
2001	Molly Ringo
2002	Terry Lindquist
2003	Mary Alice Heuschel
2004	Mack Armstrong
2005	Paul Rosier
2006	Bette Hyde
2007	Bill Keim
2008	Terry Munther, Carol Whitehead, and John Erickson
2009	Steven Chestnut
2010	Jane Gutting

PRESIDENTS OF THE 2000s

WASA members elected ten outstanding presidents to lead WASA into a new millennium with changing student and school needs. Presidents of the 2000s were fierce advocates for students, administrators, and public education.

2000–01	Stephen Rasmussen
2001–02	Gretta Merwin
2002–03	Mack Armstrong
2003–04	Richard McCullough
2004–05	Paul Rosier
2005–06	Carol Whitehead
2006–07	Steve Chestnut
2007–08	John Erickson
2008–09	Rich McBride
2009–10	Monte Bridges

EXECUTIVE LEADERS OF THE 2000s

The new millennium brought a new class of executive leadership at WASA. Three executive directors and six assistant executive directors served WASA between 2000 and 2009. These leaders transformed the trajectory of WASA and of public education statewide.

Executive Directors

Doyle Winter, 1997–02
Jill Jacoby, 2001–07
Paul Rosier, 2007–13

Assistant Executive Directors

Barbara Mertens
Mike Boring
Joann Mychals
John Dekker
Neal Powell
Mack Armstrong

Leadership for Student Achievement Award

2000	Paul Rosier, Kennewick SD
2001	Wayne Sweeney, Northwest ESD 189
2002	David Shaw, Pasco SD
2003	Robert McLaughlin, Union Gap SD
2004	Joseph Willhoft, Tacoma SD

In 2005, the Leadership for Student Achievement Award became the regional Student Achievement Leadership Award.

LEARNING WITH WASA IN THE 00s

We continued to offer new, innovative professional development opportunities to our members in the 00s, including:

- Aspiring Leaders Conference
- WASA Fall Conference
- WASA/WSSDA Legislative Conference
- School Safety Workshop
- WASA Small Schools Conference
- WASA/AWSP Summer Conference
- Superintendent Workshop
- New Superintendent Workshop
- WSASCD Annual Conference
- Project Leadership Fall and Spring Workshops
- Summer Training Institute for Board and Administrators
- OSPI/WASA Special Education Workshop
- Central Office Workshop
- ERNN Annual Conference
- District Improvement Facilitators
- Washington State Leadership Academy
- WASA Leaders Workshop

NEW TOOLS FOR A NEW CENTURY

WASA developed resources to help school and district administrators navigate the new millennium.

Nearly all of these resources were centered on the realities of a changing educational landscape and a renewed focus on reducing systemic inequities to begin to close the opportunity gap.

Among these resources were several tools and toolkits, including:

- **Closing the Achievement Gap Through Shared Leadership and Closing the Achievement Gap II: Making Sure it Happens.**
- **Generations of Progress**, a toolkit developed in fall 2005 to provide district administrators with customizable communication tools to help their local communities understand the impact of the changing world market.
- **Zap the Gap**, a tool created by the Instructional Program Administrators Component Group to help educators locate information about specific student populations for educators to understand the

impact of cultural factors in order to reflect on their instructional programs.

- **WASA's Evaluation and Supervision for Education Toolkit**, published for administrators to align supervision and evaluation processes and practices to education reform.
- **School System Improvement Resource Guide**, a collaborative guide produced by WASA and OSPI.

WASA also developed several resources to help support members navigate a decade of key legislative sessions for the future of education. We also continued to collect and distribute legislative news through *This Week in Olympia (TWIO)*, which was still delivered to our members by fax in the early 2000s.

For the first time, members are able to access databases of critical information and key resources through our WASA website and the WASA EduPortal tool. This move into the digital space meant that leaders could access the resources they needed when they needed them most.

JANET BARRY REFLECTS...

WASA's Culture of Collaboration

I look on my 14 years in two Washington superintendencies, 1993–07, as years of relentless challenge on all school improvement fronts. We led critical efforts in curriculum, assessment, funding, governance, community outreach, and support. As I arrived in the state, basic funding for schools had shrunk while national anti-tax sentiment powered up. The fiercely conservative 1994 Contract with America fueled devastating “no” votes on Washington school levies.

My own district—Central Kitsap—lost three votes in a row and took \$10 million in cuts. At the same time, pop-up public forums on vouchers and charter schools played a troubling counterpoint to our legislative push for simple majority levy approval. Most districts were still entrenched in the creative independence of site councils as we pressed toward grade-level standards and statewide assessments.

As superintendents pulled together for stronger messaging and impact, WASA offered statewide planning, solid advocacy, and guidance to all of us—and especially to newcomers like me. John Fotheringham,

Doyle Winter, and Barbara Mertens were always in my sideview mirror, always available with good counsel, for we all knew we were teaming up for the life and health of our schools. Being a superintendent was consuming but energizing work because we cared deeply, and our shared efforts mattered!

In 1996, I was honored by WASA as State Superintendent of the Year and by AASA as National Superintendent of the Year, and those dual honors widened my leadership lens. I spoke in Washington and around the country on a theme of “leading and serving in angry times,” and those late-90’s experiences set the table for more critical work in the next decade.

In 2002, the compounding impacts of belt-tightening and lagging salaries merged with hard, new academic and structural demands on teachers fed union frustrations, threatened multiple teacher strikes, and ripened into a protracted strike in Issaquah.

Five years into my decade of leadership there, the strike tore at our staff and community for 15 tumultuous days and became a leadership test unlike any I had faced. Jim Shoemaker

and others at WASA offered meaningful help and insights as I worked for the next several years to rebuild relational capital essential to a healthy district. A “go-to” resource for me, WASA also gave me ways to give back gratefully as others sought support through labor strife.

Across my career as a superintendent, I have reflected on the culture of collaboration I have found among our state’s educational leaders.

This culture exists in large part because of the steady and generous outreach of this organization.

Happy 50th anniversary, WASA! I have been immeasurably enriched by the “give-and-get” of my WASA years.

Janet Barry, serving as superintendent for 14 years in the Central Kitsap and Issaquah school districts, was named Washington State’s first-ever National Superintendent of the Year in 1996.

BOARD OF DIRECTORS

Officers

President: Aaron Leavell, Bremerton
President-elect: Michelle Whitney, Pasco
Past president: Brian Talbott, East Valley
Secretary: Jennifer Bethman, Bethel
Treasurer: Linda McKay, NCESD 171

Regions

101 Jake Dingman, Oakesdale
105 Henry Strom, Grandview
108 Larry Francois, NWESD 189
109 Chrys Sweeting, Arlington
110 Shaun Carey, Enumclaw
111 Laurie Dent, Sumner-Bonney Lake
112 Nathan McCann, Ridgefield
113 Patrick Murphy, Olympia
114 Dana Rosenbach, North Mason
123 Wade Smith, Walla Walla
171 Tracey Beckendorf-Edou, Cascade

Components

BPAC: Sarah Thornton, Pasco, chair;
 Melissa Beard, Steilacoom, chair-elect
IPAC: Jennifer Bethman, Bethel, chair;
 Jenny Rodriguez, Yakima, chair-elect;
 Linda McKay, NCESD 171, past chair
Principals: Matt Yarkosky, Bethel, chair
Special Education: John Sander,
 Franklin Pierce, chair
Superintendents: Jeff Snell, Vancouver,
 chair; James Everett, Meridian, chair-elect;
 Deb Clemens, North Thurston, past chair

Liaisons

AASA: Kevin McKay, Sunnyside; Michelle
 Price, NCESD 171; Nathan McCann,
 Ridgefield; Krestin Bahr, Peninsula
Higher Ed: Marge Chow, City University
OSPI: Michaela Miller
PESB: Alexandra Manuel
Retirees: Rick Anthony
SBE: Susana Reyes, Shoreline
WIAA: Doug Burge, Zillah

REGION PRESIDENTS

Region 101 Travis Hanson, Deer Park
Region 105 Jinger Haberer, Ellensburg
Region 108 Mary Sewright, Mount Baker
Region 109 Dana Geaslen, Edmonds
Region 110 Ron Thiele, Issaquah
Region 111 Michael Farmer, Dieringer
Region 112 Mary Beth Tack, Kelso
Region 113 Brian Wharton, Yelm
Region 114 Marty Brewer, Port Angeles
Region 123 Michelle Whitney, Pasco
Region 171 Tracey Beckendorf-Edou, Cascade

New WASA Members

We've welcomed eight new members since January 2021.

Our newest class of WASA members joins nearly 2,000 members from across the state. Collectively, they represent diverse districts from every corner of Washington state.

John A. Anzalone, Camas SD
 Adrienne Chacon Linenberger, Sumner-Bonney Lake SD
 Elise Friedrich-Nielsen, Tacoma PS
 Tammy M. Larsen, Tacoma PS
 Denise M. McCaffery, Warden SD
 Concepcion Pedroza, Ed.D., Seattle PS
 Shannon G. Tarrach, Monroe SD
 Joan E. Zook, Sequim SD

RECOGNIZING EXCELLENCE IN LEADERSHIP 2022 WASA Awards

The Honorary Awards Committee has made some changes to our annual award criteria. Three of the awards now have a clearer and more prominent recognition of leadership for equity, embedded in the awards criteria.

The Award of Merit and Student Achievement Leadership Award acknowledge and highlight work that champions access, equity, and social justice for the improvement of student achievement. Last year, the Committee created the WASA Student Leadership Award, which recognizes outstanding student leaders who have created or played a significant leadership role in initiatives that promote access, equity, or social justice in their school and community.

Pemco | Robert J Handy Awards

Deadline: March 21, 2022

One highly effective superintendent, central office administrator, or building administrator will be selected from a small district, medium-sized district, and large district. A \$10,500 award will be equally divided among the three recipients.

LEARN MORE

Gallagher | Howard Coble Scholarship

Deadline: March 28, 2022

A \$5,000 scholarship will be awarded to an educator who is presently enrolled in or will begin graduate studies in educational leadership by the fall of 2022.

LEARN MORE

Piper Sander | Doyle Winter Scholarship

Deadline: April 21, 2022

This \$1,000 scholarship will be awarded to a talented and committed educational administrator who is presently in or will begin a doctoral program in K-12 Public Education in 2022.

LEARN MORE

Honorary Awards

STATE AWARDS

Deadline: May 3, 2022

- **Golden Gavel Award:** The recipient shall be an individual, group, association, or firm that has made an outstanding contribution to public education in the state of Washington.
- **D.A. Davidson Barbara Mertens Legacy Award:** The recipient shall be an individual or group who has had a significant impact on Washington's public education. They will be presented with an \$1,000 award.
- **Service to WASA Award:** The recipient shall have made contributions at the state level toward the goals of WASA.
- **WASA Leadership Award:** The recipient shall be an Active WASA Member who demonstrates and exemplifies outstanding leadership abilities and who has made significant contributions to the field of education statewide.

REGION AWARDS

Deadlines vary by region

Region award links are dependent on your region. Contact the region president or Honorary Awards Committee chair for deadlines in your region.

- **WASA Student Achievement Leadership Award:** Recognizes innovative programs that promote access, equity, or social justice for the improvement of student achievement.
- **Award of Merit:** Recognizes recipients for promoting access, equity, and social justice for students, as well as making a significant contribution to WASA.
- **Community Leadership Award:** Recognizes a non-WASA member for outstanding contributions to education.
- **WASA Student Leadership Award:** Recognizes outstanding student leaders who have created or played a significant leadership role in initiatives that promote access, equity, or social justice in their school and community.

FEATURING SHARI PARSONS

WASA Employee Spotlight



In this issue, we're proud to spotlight Executive Assistant to the Executive Director Shari Parsons. Shari joined WASA in August 2017.

Executive Director Joel Aune shares:

"Shari contributes so much to WASA and our effort to serve and support the membership. But what really stands out about Shari, is her 24/7 positivity and her sincere commitment to supporting the members and fellow staff at WASA. She brings an uplifting energy to the WASA team and willingly steps in to help others—often without being asked. Her accommodating demeanor and perpetual smile help set the type of tone we aiming for here at WASA."

What does your job entail at WASA?

I provide assistance and support to the

Executive Director and WASA President. I coordinate events and meetings for the Board, Components, Regions, and various committees. Facilitation of elections for President, Board, AASA Governing Board, as well as processing scoring for Superintendent of the Year, Honorary Awards, scholarships, and of course, "other duties as assigned," all keep me active, busy, and involved.

What do you like most about your job?

I love working with people and especially enjoy serving and supporting people who are doing great things for kids in our schools. At WASA, I first heard the phrase "Servant Leadership." I'd like to think I am part of WASA in the role we all play as servant leaders.

How has WASA changed since you were hired?

Working remotely.

What were you doing before you were hired at WASA?

I worked for 27 years at Yelm Community Schools in several positions, starting as a high school cheer coach, elementary paraprofessional in special education, and my final assignment in the district as an Elementary Office Professional for 17 of those years. I was known as "Shari, from Prairie."

What is your favorite memory at WASA?

At the old WASA office in the City of Olympia, staff could hear a local eatery blow the old Olympia Brewery whistle at 5 o'clock during the workweek. I would tease Executive Director Bill Kiem about the 5 o'clock whistle, and on his last day at WASA, we arranged an opportunity

for him to tour the facility and pull the end of the workday whistle. The look on Bill's face was priceless!

What do you like to do when you aren't working?

I enjoy the time spent with family. We have three sons, a daughter, their spouses, and eight grandkids ranging from ten years to nine months (four boys/four girls). My husband and I enjoy lots of quality time with grandkids as well as cheering them on as they become involved in sports. Also, since 1994, I have been heavily involved in the AWSL Cheer Leadership Camp program and have been a Camp Director since 2004.

Best vacation ever?

Hawaii, April 2021.

Where's your favorite place in the world?

I don't have a particular "favorite" place. I love the ocean, sun, sand, warm temperatures, and mountains. Really, it's not about the place for me. It is about who is with me, and the memories being made.

Do you have story about a former staff member that WASA members might enjoy?

A four-month transition period with my predecessor, Marilee Jensen. I really appreciated not only getting to know her personally, but I appreciated the opportunity to glean as much WASA knowledge as I could before she retired. It was an honor to have time to work alongside her.

Simple Majority

In 2007, Substitute House Joint Resolution 4204 was ratified by voters and eliminated the supermajority approval requirements for school district property tax levies.

In the 15 years since, the simple majority threshold has been vitally important for school districts to secure a consistent and reliable stream of funding.

On February 8, only 66 of 135 school district EP&O levies received a yes vote of more than 60 percent. Fifty-two more school district levies were approved with a yes vote percentage between 50 percent and 60 percent. Without

simple majority, local funding for students in 69 of 135 districts would have been put at risk. That's over half of EP&O levies failing, if not for simple majority!

There were also 63 capital projects levies on the ballot. These levies fund technology and infrastructure improvements to boost learning, preserve facilities, and keep students safe.

Only 26 of these levies received a yes vote of more than 60 percent, while 28 more passed with a yes vote between 50 percent and 60 percent. Less than 20 percent of statewide capital projects levies would have passed without simple majority.



AASA CORNER

Join AASA President Paul Imhoff each month for a discussion series focusing on self-care, student care and staff care, plus leadership change and bringing communities back together.

Upcoming Events

March 22	Student Care Expert Forum
April 26	Student Care Guided Discussion
May 24	Staff Care Expert Forum

LEARN MORE

WASA PROGRAM PERSPECTIVES

Aspiration & Inspiration



I have been reflecting lately about the difference between aspiration and inspiration; like some of you, experiencing this pandemic has given me several opportunities to re-evaluate my whys

and re-center my core values.

Being a life-long learner and educator, I have focused on my aspirations. I constantly seek inspiration throughout my life and career while on hills and in valleys.

As I have matured, humbly gained wisdom, and journeyed through my time in education, I have always wondered about the system of educational support as a whole: how do the different aspects of a school district (instruction, curriculum, finance, human resources, communication, operations, technology, etc.) work in cohesive ways to serve all students and families in ways that honor and bolster strong communities?

How can a system ensure equitable outcomes for all? I constantly wonder how these systems can be maximized to support all students.

As a current principal, I have been eager to learn more about these fields and understand how they work together to ultimately find where I can expand my leadership while remaining focused on students, families, and learning.

Aspiring Central Office Leadership Academy has helped me do just this. Led by Ginger Callison and Dan Schlotfeldt, ACOLA has provided me and my cohort with real-life perspectives on the varying central office roles by bringing in experts from the field to share their experiences.

Ginger and Dan provided case studies of districts that have brought all aspects of the central office together to make positive and meaningful impacts for students, their learning, and growth.

They also provided invaluable opportunities for myself and my cohort to receive career coaching through mock interviews and resume

feedback. As an aspiring central office leader, this collaborative training has given me critical foundational skills to pursue district leadership work.

If you are a building leader aspiring to shift to the central office, I would highly recommend this Academy. I would consider the time spent in sessions resourceful, well worth my time and learning.

It has invigorated my aspiration to seek central office leadership opportunities with greater confidence and understanding. I am so grateful that this Academy was offered, and I look forward to what the future brings.

Nathan Plummer is in his ninth year of serving as the Principal of Sultan Middle School. He recently graduated with his doctorate from the University of Washington's Leadership for Learning program.

SIRS

Find out more about the benefits of becoming a SIRS member district.

SIRS is a nonprofit 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. Andy Wolf, WASA's Assistant Executive Director for Administrative Services, serves as the SIRS Executive Director.

LEADERSHIP INFORMATION (LI)

LI is a series of monthly and quarterly articles that will help to shape and inform your educational leadership practice. These articles contain relevant school information research on the best practices being utilized in today's educational setting. SIRS has partnered with Hanover Research to provide this service to our members.

SIRS SALARY SURVEY REPORTS

SIRS annually compiles and publishes a timely salary-and-benefits report of Washington's school employees in three parts: 1) administrators, 2) classified personnel, and 3) teachers. Only SIRS members can access the full online surveys. The Excel spreadsheets, allowing members to create

specialized reports by grouping information for any position from any size district.

SIRS LEGISLATIVE HANDBOOK

SIRS 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 your staff.

CONTACT US

GENERAL INFORMATION
360.943.5717 / 800.859.9272

EXECUTIVE OFFICE
360.489.3641

Joel Aune, Executive Director | jaune@wasa-oly.org
Shari Parsons, Executive Assistant | sparsons@wasa-oly.org
Bella Troiani, Communications/Production Support
itroiani@wasa-oly.org

GOVERNMENT RELATIONS 360.489.3642

Dan Steele, Assistant Executive Director | dsteele@wasa-oly.org
Sheila Chard, Administrative Assistant | schard@wasa-oly.org

PROFESSIONAL LEARNING & MEMBERSHIP SERVICES
360.489.3640

Mike Nelson, Assistant Executive Director | mnelson@wasa-oly.org
Lisa Gehman, Professional Learning / Membership Assistant
lgehman@wasa-oly.org

ACCOUNTING 360.489.3643

Eve Johnson, Business/Infrastructure Manager
ejohnson@wasa-oly.org
Kaley VonVolkli, Accounting Assistant | kvonvolkli@wasa-oly.org

MEMBER SUPPORT & ADMINISTRATIVE OPERATIONS
360.489.3646

Andy Wolf, Assistant Executive Director | awolf@wasa-oly.org

WASA OFFICERS

PRESIDENT

Aaron Leavell, Bremerton

PRESIDENT-ELECT

Michelle Whitney, Pasco

PAST PRESIDENT

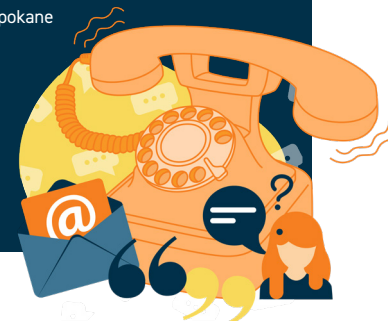
Brian Talbott, East Valley-Spokane

SECRETARY

Jennifer Bethman, Bethel

TREASURER

Linda McKay, NCESD 171



MARCH

March 21–22

Spring Conference for Small Schools Leaders
Wenatchee Convention Center

March 28

Mentor & Early Career Superintendent Academies
Session 6 of 7 | Zoom
Mentors & Early Career Superintendents,
9:30–10:30 a.m.
Early Career Superintendents, 10:30–11:30 a.m.

March 29

Equity Initiative Cohort
Session 4 of 4 | Zoom | 8:30 a.m.–12 p.m.

March 30

Inclusionary Practices Project District Team
Facilitator Meeting
Session 8 of 9 | Zoom | 8:30–10 a.m.

APRIL

April 5

Inclusionary Practices Team Facilitators' Academy
Session 8 of 8 | Zoom | 9–10 a.m.

April 5

Equity Initiative Caste Book Study
Session 6 of 7 | Zoom | 3–4:30 p.m.

April 7

Special Education Director Academy
Session 4 of 6 | Zoom | 8:30–10 a.m.

April 20

Aspiring Superintendents Academy
Session 9 of 12 | Zoom | 9 a.m.–12 p.m.

April 26

Instructional Leadership Network
Statewide Workshop #5
Zoom | 8:30–11:30 a.m.

April 27

Aspiring Central Office Leadership Academy
Session 7 of 8 | Zoom | 8:30–11:30 a.m.

April 28

PLC at Work Project District Leadership Workshop
Zoom | 8:30 a.m.–3:30 p.m.

April 29

Inclusionary Practices Project Webinar:
Co-teaching and UDL
Zoom | 8:30–11:30 a.m.

April 30

Women in Leadership Conference
Campbell's Resort, Chelan | 9 a.m.–3:30 p.m.

MAY

May 1–3

Superintendents Conference
Campbell's Resort, Chelan

May 1

Mentor & Early Career Superintendent Academies
Session 7 of 7 | Campbell's Resort | 1–4 p.m.

May 5

Special Education Director Academy
Session 5 of 6 | Zoom | 8:30–10 a.m.

May 5

Instructional Leadership Network Lunch
with WASA
Zoom | 11:45 a.m.–12:45 p.m.

May 10

Equity Initiative Caste Book Study
Session 7 of 7 | Zoom | 3–5 p.m.

May 11

Inclusionary Practices Project District Team
Facilitator Meeting
Session 9 of 9 | Zoom | 8:30–10 a.m.

May 11

Aspiring Superintendents Academy
Session 10 of 12 | Zoom | 9 a.m.–12 p.m.

May 17

Instructional Leadership Network
Statewide Workshop #6
Zoom | 8:30–11:30 a.m.

May 18

WASA/WSSDA/AWSP Equity Lunch and Learn
Statewide Workshop
Zoom | 12–1 p.m.

May 20

Inclusionary Practices Project Webinar: UDL & SDI
and Building Successful General Ed and Special Ed
Partnerships
Zoom | 8:30–11:30 a.m.

May 23

PLC at Work Project District Leadership Workshop
Zoom | 8:30 a.m.–3:30 p.m.

May 24–25

Inclusionary Practices Project District Team Convening
Four Points by Sheraton Seattle Airport South
9 a.m.–3:30 p.m.
*Teams will be designated for participation on either
May 24 or May 25*

May 26

Central Office Leadership Academy
Session 8 of 8 | Zoom | 8:30 a.m.–3:30 p.m.

JUNE

June 1

Aspiring Superintendents Academy
Session 11 of 12 | Zoom | 9 a.m.–12 p.m.

June 2

Special Education Director Academy
Session 6 of 6 | Zoom | 8:30–10 a.m.

June 9

Instructional Leadership Network
Statewide Conference
Four Points by Sheraton Seattle Airport South
8 a.m.–3:30 p.m.

June 22

Aspiring Superintendents Academy
(Capstone Presentations)
Session 12 of 12 | Zoom | 2–4:30 p.m.

June 24

WSLA Statewide Summer Workshop
Davenport Grand Hotel | 8:30 a.m.–3 p.m.

Professional Learning Opportunities

Continue your professional learning and growth with conferences, academies, and workshops from WASA Professional Learning. Find more at wasa-oly.org.

