

FEBRUARY 2023



NEWS

The WASA News is a monthly publication that provides key information to you in a concise, quick-read format. We hope you find WASA News to be an efficient way to keep abreast of new information, emerging issues, and timely resources. Be reminded that previous issues of the WASA News can be found on our website.



"You've got to think about big things while you're doing small things, so that all the small things go in the right direction."

— Alvin Toffler

WASA Members,

An essential attribute of effective leadership is the ability to "keep one's eye on the ball." In an environment fraught with chaos and distraction, school district leaders manage day to day issues, offer answers to questions that arise, provide solutions to problems, and deliver direction and clarity as circumstances dictate. The most effective leaders, however, also assume responsibility to sustain focus on what is important, not just what's urgent. Effective leaders are proactive and constantly looking to see what is "around the corner."

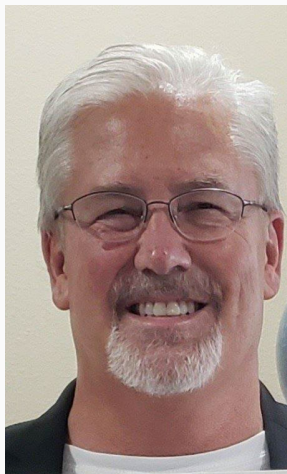
In maintaining focus on what's important, leaders must stay attuned to emerging issues and future trends that may inform and possibly drive the work. Hanover Research recently released their [2023 Trends in K-12 Education](#). This report identifies realities and emerging developments that forward-thinking leaders ought to consider as strategic priorities are developed or refined for their departments and districts.

As you contemplate the future, sustain a steady focus on what's important, and proactively plan to best position your department or district for success and excellence in 2023 and beyond, the Hanover report may be a helpful resource.

Most in your community and system are currently fixated on the second half of the 2022-23 school year. Superior leaders are already thinking about next year and beyond. That kind of vision and approach can be the difference between a good district and a great one.

Best Regards,

Joel Aune
WASA Executive Director



Colleagues,

Happy New Year! Soon you will be receiving the WASA Honorary Award nomination forms. On behalf of the WASA Honorary Awards Committee I want to encourage you to take the time to nominate deserving colleagues and students from your region. These awards provide an opportunity for us to recognize excellence, tell inspiring stories and highlight work that champions access, equity, and social justice.

Now, more than ever, this type of recognition is needed and we would love to see a record number of nominations this year. Please take advantage of this opportunity to celebrate the dedication and impactful work taking place throughout our state.

Mike Nerland, Assistant Superintendent ESD 112, is Chair of WASA's Honorary Awards Committee.

UPCOMING WASA EVENTS

- **Legislative Conference** | February 26–27 | Olympia
- **Regional Equity Workshops** | March 6, 7, & 9 | Across WA
- **Lunch and Learn with J.Marie Riche: Reconnecting with your Values and Passions** | March 1 | Virtual
- **Lunch and Learn: The Scholar First's Student-centered Strategic Planning Framework** | March 6 | Virtual
- **Spring Conference for Small Schools Leaders** | March 20 & 21 | Wenatchee
- **Women In Leadership Luncheon: Finding Joy Together in the Wilderness** | March 22 | Puyallup
- **The Lighthouse Effect Book Study** | May 4, May 18, & June 1 | Virtual
- **WASA/AWSP Summer Conference** | June 25–27 | Spokane



View all WASA year-long Academies [here](#)!

View the full WASA
Calendar [here](#)

The Impact of AI and ChatGPT in Education



The influence of Artificial Intelligence (AI) is growing in its impact on people and across nearly every industry. AI is driving innovative and developing technologies—and will continue to do so for the foreseeable future.

What does this mean for education? At a conference last month, sponsored by ThoughtExchange, school superintendents and State Executives learned about how AI and chat-based language models such as ChatGPT present amazing opportunities, as well as challenges for educators. Thought Exchange captured this conversation among superintendents and published an essay, **"The Impact of AI and ChatGPT in Education."**

In my introductory message for this month's WASA News, I suggested that the most effective leaders are aware of future trends that may inform and ultimately drive their work. This essay from Thought Exchange is a quick read that I believe you, as a school district leader, will find informative as you proactively plan for the future.



Celebrating Black History Month

February is Black History Month, and the Center for Racial Justice has a robust **bank of resources** available for all educators. It honors all Black people from all periods of U.S. history, from the enslaved people first brought over from Africa in the early 17th century to African Americans living in the United States today. While these resources can be used for the month of February, they extend beyond the scope of a single month and provide resources that can be utilized throughout the year.

Recruiting for WASA Board of Directors

Terms begin July 1, 2023

WASA is seeking nominations for the following **Board of Directors'** leadership positions:

- Superintendents Component Chair-elect (3-year commitment)
- Instructional Program Administrators Component (IPAC) Chair-elect (3-year commitment)
- Business and Personnel Administrators Component (BPAC) Chair-elect (2-year commitment)
- Special Education Component Chair (2-year commitment)

If you are interested in serving in one of these WASA Board positions or making a nomination, please contact **Joel Aune** by **February 14, 2023**.



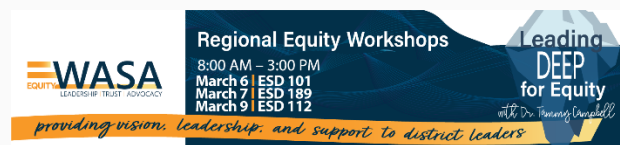
Have you recently read a book that's significantly impacting your leadership? If so, we encourage you to submit a short book summary and description of how



Join our Spring Conference!

March 20 & 21, 2023 | Wenatchee

Please join us for WASA's Spring Conference for Small School Leaders entitled **Curiosity and Compassion: Leading for Change**. This year's conference will feature **Dr. Erik Shonstrom** author of *Wild Curiosity* and *The Indoor Epidemic*, and **Dr. Mona Johnson** who will speak on *Fostering Resilient Workplaces: Sustaining Ourselves & Our Staff*. In addition, **Chris Reykdal** and **Dan Steele** will share the latest information from OSPI and the Legislature, and there will be relevant concurrent sessions and numerous opportunities to collaborate with peers.



Regional Equity Meetings

March 6, 7, & 9, 2023 | ESD 101, 189, & 112

Join **Dr. Tammy Campbell**, CEO, **The Scholar First**, as she leads equity meetings across WA this March. Now, more than ever, education leaders must take the lead in outlining and executing leadership approaches that center student outcomes and equity at the core of everything they do. Leadership and equity are one and the same. This work is not an event, rather a MINDSET and a way of being that must be a focus all year over multiple years. **Register now!**

you're applying its concepts for inclusion in an upcoming edition of WASA's quarterly **Hotline**. For details, please contact Kim Fry **via email** or at 360.239.6225.

RENAISSANCE*

Complimentary Webinar from Renaissance

February 15, 2023 | 10:30–11:30 a.m.

Join this complimentary webinar with Tiyi Smith, National Academic Advisor, to discuss the importance of assessing phonics skills to develop students into strong readers. All registrants will receive a \$10 egift card. **Register here**.



Hanover Research Releases 2023 Trends in K–12 Education

This school year, K–12 leaders are tackling academic recovery and operational effectiveness to overcome noticeable setbacks in test scores, mental health challenges, and staff turnover. Understanding how to make informed decisions amid so many complex challenges has never been more urgent. The 2023 Trends in K–12 Education report provides insights, recommendations, and case studies that illuminate emerging issues in schools and districts.

Read it **here!**



Pemco Robert J. Handy Awards

Deadline: **March 15, 2023**

Robert J. Handy was a Seattle journalism and math teacher who founded the School Employees Credit Union of Washington and **PEMCO Insurance**. Excited by the prospect of creating a financial institution with a heart, Handy was one of the first to take advantage of the credit union concept in Washington. In 1936, just three years after the Washington State Legislature authorized credit unions, he founded the Seattle Teachers Credit Union (now the School Employees Credit Union of Washington). Handy was the Founder and CEO from 1936–84.

Established in 2022, the PEMCO Robert J. Handy Awards have been presented to recognize outstanding Washington public school administrators from one small, one medium, and one large-sized district. The \$10,500 award will be equally divided among the three recipients and may be used for personal or professional growth and/or to support and disseminate information about a successful school or district program.

Nomination/applications will be available on the **WASA website**. For further information, contact **Shari Parsons** at 360.489.3641. Special thanks to PEMCO for their continued support of this award.



Gallagher Howard M. Coble Scholarship

Deadline: **March 29, 2022**

Dr. Howard M. Coble was a highly successful school superintendent and served as the WASA Executive Director from 1980–91. Throughout Howard's career, he served as a mentor for educational leaders across the state. In October 2016, Howard passed away at the age of 91. After his passing, the WASA Board authorized the creation of a \$5,000 scholarship in his name to assist talented, under-represented educators to pursue graduate studies that prepare them for central office leadership positions. The Howard Coble Scholarship was launched in February 2018. Our appreciation to **Gallagher** for their support of this scholarship. Applications will be available by a link on the **WASA website** beginning **February 15, 2023**. Contact **Shari**

Parsons for further information or questions.

[View the Honorary Awards Committee.](#)



Beware of Financial Aid Myths

The Washington Student Achievement Council has information concerning financial aid that you might consider sharing with students and families: **Beware of financial aid myths!**



Washington Office of Superintendent of
PUBLIC INSTRUCTION

MTSS Resources from OSPI

OSPI has curated resources for MTSS, including Glean courses for education-structured literacy, Literacy Summit, Literacy Listening Tour, and eLearning for Educators. You can find all these resources **here**.



2023 WASA • WSSDA • WASBO
LEGISLATIVE CONFERENCE AND DAY ON THE HILL
LEADING THE CONVERSATION *featuring Shankar Vedantam*
LEGISLATIVE CONFERENCE
FEBRUARY 26 | 1–6 P.M.
SOUTH PUGET SOUND COMMUNITY COLLEGE
DAY ON THE HILL
FEBRUARY 27 | AT THE CAPITOL

2023 WASA • WSSDA • WASBO

Legislative Conference and Day on the Hill

February 26 and 27, 2023 | Olympia, WA

With continuing budget concerns, it will be essential for education leaders to actively participate in the legislative process to ensure our needs are not forgotten and for education leaders to speak with one voice. Featuring speakers: **Shankar Vedantam**, **Chris Reykdal**, **Governor Inslee**, **Legislators**, and **student leaders**.

The WASA • WSSDA • WASBO Legislative Conference is your opportunity to hear updates on our shared legislative priorities, the current education budget/policy landscape, and how to effectively advocate for our collective needs from leaders in WA education. **Register today!**

TIME TO ENGAGE
WITH YOUR LEGISLATORS

The 2023 Legislative Session convened on January 9 and WASA dove immediately into the fire. While we continue to use WASA's adopted **Legislative Platform** to guide us, two major issues have risen as the main priorities for most of the education community: special education funding and fixing the pupil transportation system. Success on both issues would provide additional resources for almost all districts, and allow local levies to be used for what your district and community intended, rather than being used to backfill a funding gap. Positive bills addressing both issues are progressing through the process—and key legislators are signaling that these are priority issues for them as well. Although it appears legislators are reticent to completely address the current near-billion special education underfunding, we are optimistic there will be a significant special education investment in the end. **SB 5311** and **HB 1436** are the two competing bills to increase the special education funding cap and increase the special education multipliers.

Similarly, legislators appear ready to finally tackle the broken pupil transportation system. Last year's focus on transporting "special passengers" (special education, homeless, and foster students) was a launching pad to overhaul the system this session. **SB 5174** and **HB 1248** are the two bills with the intent to update the pupil transportation system by making the funding more transparent, predictable, and adequate. Both bills need some work; however, we have been working closely with legislators to recraft language and ensure the bills work for us.

Although those major issues provide some hope for the session, there are sure to be a series of disappointments. First, there has been virtually no conversation about the required "rebase" of the post-*McCleary* compensation system implemented in 2017, including revising regionalization, updating the experience factor, or adjusting salary allocations (beyond required inflationary increases). Second, our efforts to urge legislators to provide further investments in the Prototypical School Funding Model by completing the implementation of Phase I of the **Staffing Enrichment Workgroup (2019)** recommendations have fallen on deaf ears.

Turning back to the positive, the level of engagement by school administrators this session has been impressive—and we encourage you to remain engaged throughout the session. WASA cannot be successful without you. We know your experience, your knowledge, and your ability to tell your district's story has an impact. Continue to follow our legislative newsletter (**TWIO**), and our legislative **podcast** to stay up-to-date on bills of interest and other legislative news.



School district leaders are called upon to create systems and learning environments where each and every student can learn and achieve their educational goals and aspirations. This is the core of your work. Although each school district's journey toward educational equity varies based on its unique district and community assets and challenges, initiating and advancing substantive conversations is fundamental to effective and principled school district leadership.

Each month we offer a prompt that you might employ to initiate or continue conversations with and among students, staff, school boards, and/or your community. Two forms of the prompt are offered, so that you are able to differentiate based upon the uniqueness of the group or community, as you step into these essential conversations:

- ***In what ways are you providing on-going opportunities for your staff to further their personal and professional understanding of the predictive pattern of outcomes based on demographics and their ability to positively impact outcomes for the students they serve?***

- ***In what ways are you providing on-going opportunities for your staff to further their personal and professional equity growth?***

While WASA members possess an abundance of strategies and protocols in their repertoire to facilitate focused and productive conversations, some simple, yet effective protocols can be found [here](#).

No matter where things stand in your district and community today, the important thing is to start or continue, and persist in your efforts to keep the focus on the students—ALL students—under your care.



KNOW YOUR ASSOCIATION

MEMBER BENEFITS

WASA places a high priority on supporting its members 24 hours a day. The executive staff are experienced, professional colleagues who are available to advise members on personal and professional matters in all situations related to their roles as education leaders. WASA is dedicated to meeting the needs of its members by offering active members the following benefits/services:

Advice and Legal Counsel

WASA will provide the counsel of qualified, experienced administrators to active members who face a problem or potential problem related to his or her professional assignment. WASA's executive director will arrange for confidential assistance.

Legal Services

WASA active members have a \$1,000,000 Educators Professional Liability Policy to protect them in the legal situations they face daily. Sponsored by WASA, the policy is available at no additional cost to active members and can be increased to \$2 million at a nominal fee. Active members are also eligible for legal assistance with due process, contract rights, and other issues related to their professional assignment. You must call WASA before you call an attorney.

Ethics Assistance

The WASA administrative team is available to provide advice and counsel for active members on ethical issues they may encounter as a result of their district or professional responsibilities.

Conflict Intervention

Conflict intervention among parties within school districts is sometimes needed. Teams are available to assist in diffusing conflicts between board/superintendent, board/staff, board member/board member, or WASA member to WASA member.

Contract Review

Whether negotiating a new employment contract or updating an existing one, WASA provides contract evaluation and recommendations to support active members in a variety of employment positions.

Mentorships

WASA provides peer mentors for all new superintendents. Mentors for any new or experienced WASA active member will be appointed upon request.

Career Counseling

Confidential and professional support is available for active members with assistance in their career paths, employment opportunities, and contract development.

Retirement Counseling

WASA staff members can assist active members in preparing for retirement.

RESOURCES



WASA has developed a storehouse where resources from past issues of WASA News are **readily accessible**. This month's featured resources include a focus on Leading for Change, emerging trends, and social emotional learning:

SEL

- [School Counselor of the Year Reflects on What Students and Teachers Lost and Gained in 2022 | EdSurge News](#)
- [3 innovative ways to help teachers feel engaged and valued | eschoolnews.com](#)

EQUITY

- [Trendline: Equity in Education | K-12 Dive](#)
- [Trendline: Achievement Gaps | K-12 Dive](#)
- [To Serve All of Our Students, 'We Have to Do Something Different' | EdSurge News](#)

OTHER

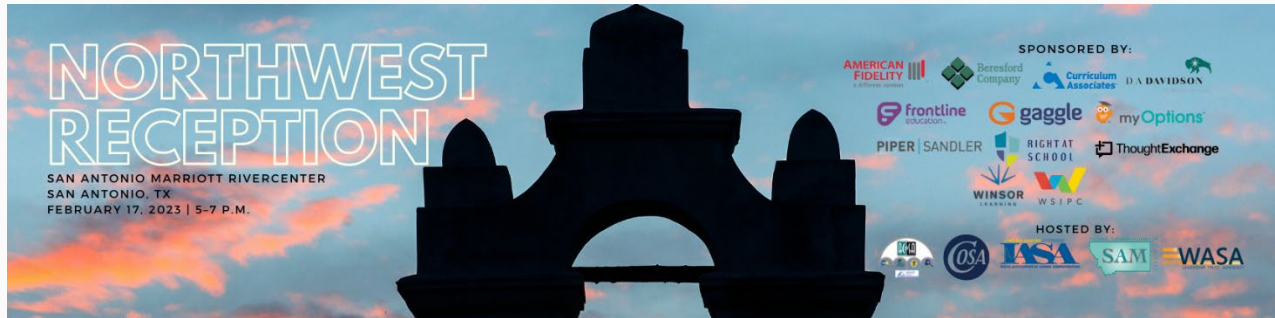
- [How to Focus on What's Important, Not Just What's Urgent | Harvard Business Review](#)
 - [19 Ways to Use ChatGPT in Your Classroom | Ed Week](#)
 - [Gen Z Has a Passion for Political Activism. Schools Can Nurture It | Ed Week](#)
 - [Why 2023 Will Be The Year Of AI Education | Forbes](#)
-

Thinking About Retirement?

Are you within one to five years of retirement? You may want to attend a virtual webinar to learn about your retirement plan options. Washington State School Retirees' Association is sponsoring two Pre-Retirement Zoom Webinars next month. [Click here](#) for information to register.

School Election Day!

Best wishes to the 57 school districts who are seeking voter approval for levies and bonds on the February 14 ballot. School district leaders have been leading and working with community volunteers to inform voters and build support for these essential ballot measures. Good luck!



SPONSOR SPOTLIGHT

This month's Sponsor Spotlight features WASA's Diamond-level sponsors—[Beresford Company](#). We are grateful for their unwavering support of our members and programs! Click their link to learn more about them. View all of our amazing Diamond-level sponsors on [our website](#).



[Beresford Company](#)

INTERESTED IN BECOMING A WASA SPONSOR?

Contact [Mike Nelson](#)



- AASA is proud to announce that **David R. Schuler** has been selected by the organization's executive committee as its new executive director, replacing Daniel A. Domenech, who will retire in February 2023.

- [AASA Quarterly Federal Policy Update](#)



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