

THE EDUCATION WORLD IS CHANGING, AND SO ARE WE!



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Almost 10 years ago, we developed and unveiled the first edition of the AWSP Leadership Framework to the state. Ten years ago! The landscape of K-12 education looked way different than the world principals are working in now. Let's just say "education reform" is probably an understatement. Can you think of a few massive changes in the system between 2009 and 2019?

You can probably call out some of the obvious additions to your already overflowing dinner plate like TPEP, Common Core, Instructional Frameworks, and ever-changing state and federal accountability. Then your head starts spinning even more as you think about leading equity, SEL, trauma-informed practices, and suspending suspensions. Needless to say, the role of the principal changed dramatically in 10 short years. Principals went from managing schools to leading extremely complex systems. In order to better support the realities facing principals in our state, AWSP needed to change as well.

OUR NEW GRADE-LEVEL LEADERSHIP COMMITTEES

For decades, three grade-level component boards (ESPAW, AWMLP, and WASSP) worked fairly independently under the umbrella of AWSP. They each sent representatives to the AWSP Board, who also ended

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up serving on the Washington School Principals' Education Foundation Board (our fifth board). These five boards all focused on supporting principals, the principalship, and students with slightly different focuses.

Over the last year, the three separate component boards voted to merge their official "governance" duties into AWSP. This removed their fiscal responsibilities and non-profit status. The move helps AWSP be more efficient and effective. It reduces the work of maintaining five separate boards.

While the boards are technically dissolved, all we've really done is changed their names and reduced their administrative overhead. By maintaining the bodies as **Grade-Level Leadership Committees**, we keep the voice and perspective of each grade level representative body at the state level.

EQUAL AND EQUITABLE REPRESENTATION

As we worked through this transition process, we learned that not all of our state's areas or demographics

were represented on our governing boards. We've redesigned our model and built the new system around our nine Educational Service District regions. Each Grade-Level Leadership Committee will be equally sized at 27 members per committee (three from each ESD), and will fairly and equitably represent the demographics of the entire state. We want to increase the ability for interested principals and assistant principals to get involved, and at the same time, increase the transparency of the process.

This new structure allows AWSP to work hand-in-hand with the ESDs to deliver timely, regional, and strategic support to principals while improving communication to and from AWSP and beyond. This also aligns with OSPI's efforts to increase regional support structures across the state.

WHAT CHANGES?

There will not be any changes to the main governing body of the AWSP Board. Each of the Grade-Level Leadership Committees will continue to cycle officers to the AWSP Board in order to shape the direction, mission, and vision of AWSP. Those positions

will rotate per our existing bylaws and procedures. The biggest change will be felt in each of the Grade-Level Leadership Committees, who will no longer be pulled into governance duties of budgets, minutes, and board oversight. These committees will be able to focus on the work related to representing elementary, middle level, and high school principals. We will also work more intentionally, consistently, and strategically with our ESD partners to ensure the best care of our principals.

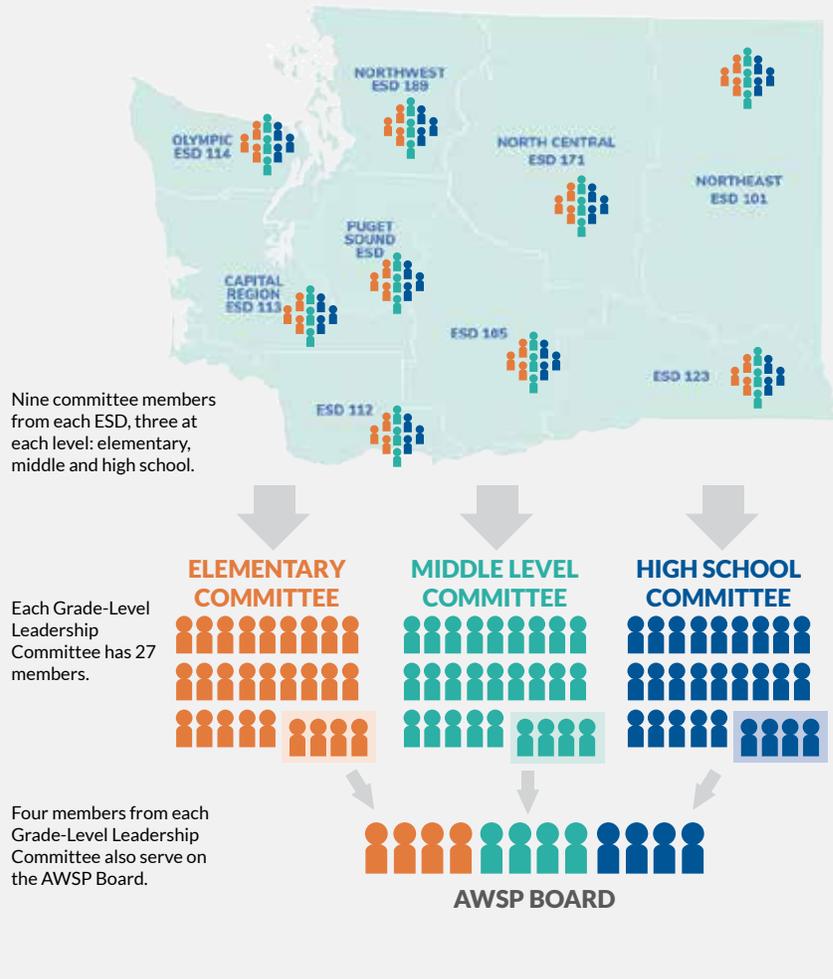
WHAT REMAINS THE SAME?

Each Grade-Level Leadership Committee will continue to meet throughout the year, just like the component boards did. The exception to this current practice will be the addition of time allotted for each of the nine ESD regional leaders to meet, collaborate, and plan specific regional networks and meetings during our quarterly gatherings. In other words, we hope to be able to turn around and replicate rich professional learning, networked improvement communities, and increased communication to every region in the state.

HOW YOU CAN GET INVOLVED?

We are looking for principal and assistant principal members like you from across the state who are passionate about helping shape the future of the principalship and AWSP as an organization. There will be positions available in every ESD for service on a leadership committee. We need diverse representation on these committees in order to ensure we are meeting the diverse needs of our schools and communities. Call us at 800.562.6100 or email me at scott@awsp.org if you'd like to get involved. ■

AWSP'S NEW GRADE-LEVEL COMMITTEE STRUCTURE



If you want to get involved, we want to hear from you — no matter your ESD region!

We are especially looking for principals and assistant principals at these levels in these ESD regions:

Southwest ESD 112:

- Elementary (2)
- Middle Level (2)
- High School (1)

Capital Region ESD 113

- Middle Level (2)

Olympic ESD 114

- Elementary (1)
- Middle Level (2)
- High School (1)

North Central ESD 171

- Middle Level (3)

South Central ESD 105

- Elementary (1)
- High School (2)

Southeast ESD 123

- Middle Level (1)
- High School (1)