

Association of Washington School Principals (AWSP)

SPRING BOARD MEETING
Thursday, April 28, 2022
Icicle Village Resort, Leavenworth

SUMMARY MINUTES

1. The Board meeting was called to order on Thursday, April 28, 2022, at 1:00 p.m. by President Chris Visserman.
2. **Brent Osborn moved, and Aaron Fletcher seconded a motion to approve the minutes from the January 28, 2022, meeting. Motion passed.**

Executive Director Report

3. The areas of evaluation for the Executive Director position were covered. Including non-profit board responsibilities of duty of care, duty of loyalty, and duty of obedience.
4. During the Summer Conference AWSP luncheon there will be a new award called the Annalee Braley Membership Award. Possible criteria for this award are a) Mentorship to the membership, b) Does the person continue the Mission of AWSP, c) Membership for a certain number of years.
5. Budget/Finances.
 - a. Possible Membership Categories – New category for members moving from the principalship to other positions either district office positions or teaching
 - i. Advocacy category
 - ii. Administrative Support Staff category
 1. Help lead building with information
 2. School Leadership team consists of everyone
 3. What are the benefits, training, etc.
 - iii. Retirement categories –
 1. Retire/mentor
 2. Retire/ambassador
 3. Retire/substitute principal
6. Human Resources
 - a. Kerry Mill retired on April 1st. Dameon Brown, Professional Learning Specialist, started in January.
 - b. The Legislature funded a new Associate Director position for the ESD 121 and 189 areas. This position will be posed on the AWSP website.
7. Facilities/Operations/Management
 - a. Career Center Connect is replacing the Job Jar. There could be potential revenue from districts posting positions that they want highlighted on the site.
8. Strategic Initiatives
 - a. AWSP Proposed Leadership Solutions
 - b. Strong regional presence
 - c. Principal pay compression
 - d. 2022-23 GLLC meeting plan and purpose
 - e. AWSP Priorities: Grow, Support and Sustain
 - f. Inclusionary Practices Project
9. External Relations
 - a. NAESP and NASSP
 - b. School Leader Collaborative
 - c. AWSP's CEO Network
 - d. Principal Contract Resources

e. Member Consults & Administrative Leave

Heather Renner moved, and Brent Osborn seconded a motion to spend up to \$15,000 on office equipment for Kim Marquette's office. Motion passed

Advocacy Report

10. Legislative Summary and Discussion

- o Top ten things to know for 2022-23
 - Staff
 - SB 5030 – Comprehensive School Counseling Programs
 - HB 1664 – Support Staff Positions
 - HB 1363 – Workforce Secondary Traumatic Stress
 - Professional Learning & Growth
 - Revised Student Growth Goals
 - HB 1426 – Certification Renewal Requirements for Administrators & Teachers
 - Inclusionary Practices
 - Student Safety & Support
 - HB 1834 – Student Mental Health Excused Absences
 - HB 1941 – Prohibiting Active Shooter Drills
 - HB 1140 – Juvenile Access to attorneys
 - HB 1833 – Electronic Submission for F/R Lunch
 - HB 1878 – Expands Community Eligibility Provision
 - HB 1153 – Language Access
 - HB 1273 – Menstrual Products in School
 - Student Learning
 - Running Start Grants
 - SB 5498 -Awarding Diplomas Posthumously
 - SB 5720 -Financial Literacy
 - SB 5878 – Arts Instruction

11. Torch of Leadership Award 2022 –

12. Federal Advocacy Efforts

- i. Educator Shortages & the Principal Pathway
- ii. School Mental Health Resources & Safety
- iii. School Facilities & Infrastructure

13. PAC –

- i. 138 members
- ii. \$35,000ish for 2022 Elections
- iii. All house positions are open, half of Senate positions open, over 30 Legislators are leaving or retiring
- iv. Do we keep PAC or not? How do we grow it?
 - 1. Summer Conference
 - 2. One click button
 - 3. Regional zoom address membership benefits, why it is important to be part of PAC,

14. K-12 Basic Education Compensation “Ask”

15. 2023 Legislative Session

- i. Interim
 - 1. Small Schools/Visit in September

- ii. Long Session (Jan-April)
- iii. Biennial Budget Year (2023-25)
- iv. School Funding Coalition (prototypical model)
- v. Common issues with WASA/WSSDA/OSPI
- vi. Leadership Solutions (AWSP Platform)

16. Advocacy Action

Identify five things that would make your job more manageable, while also increasing your effectiveness and desire to stay in the role, what would they be?

17. Compensation Strategies

18. Advocacy EdCamp

- TPEP
- School Safety
- Principal Rights
- Workload

The meeting dismissed at 4:55 pm

The meeting reconvened at 8:05 am on April 29, 2022

19. Continued conversation about the advocacy initiatives

- a. What are the priorities?
- b. Workload:
 - Reporting requirements
 - CTE
 - AP
 - ASB
 - PE/Health
 - Evaluation limits
- c. Principal Rights:
 - Principal contracts
 - Same due process rights as teachers
 - Prepaid legal
 - Parental harassment
 - Contract language for protection
 - New legislation for contract language for principals
 - Due process rights
- d. TPEP:
 - Comprehensive & Focused evaluations
 - CBAs need to match the language of the law
 - No SEL in State criteria or frameworks
- e. SCHOOL SAFETY:
 - Reconsideration around discipline & SROs
 - Funding for safety personnel
 - Liability & Safety

20. AWSP Communications Update –

- Dingus & Zazzy
- Email marketing
- Survey Results
- Principal Contract Guide PATH course
- Career Center – Need FAQ so that districts do not think we are the ones preferring the jobs

21. Senate Bill 5030 ASCA Model

What is SB 5030/What isn't it?

- Comprehensive School Counseling Program at the district level
- Counselor work must align to the district plan (present y 2022-23)
- 80/20 “Direct” and “indirect” student contact time
- Counseling, non-counseling & fair share duties
 - Who will do the clerical coordination?
 - Supervision of 504 plan, who will do that?
 - The counselor was the expert on the student, who will that be now?
 - Lawsuit thru 504 teachers could be liable and now principals are liable
 - Discipline with 504s. Who coordinates supervision of students?
 - 504s are mostly social/emotional. Who knows more than the counselor does?
 - Duplication of services. Inefficient and ineffective
- What does the supervision subsection mean? Clarification?
- What are the reporting requirements for the counselors?
- Who is making sure that the teachers are meeting the needs of the students?

22. Mentoring Update

- Problem of Practice & Theory of Action. How do we train mentors to walk with mentees?
- Benefits of mentoring:
 - Increased knowledge transfer
 - Job satisfaction
 - Smart succession planning
 - Develop leadership skills
 - Motivation of professional development and accountability
 - Achievement of goals and objectives
 - Stronger internal networks
 - Increased teamwork
- What is else is missing from mentoring?

23. AWSP Refresh – Purpose & Outcomes

Financial and Membership Reports

24. AWSP continues to have the highest NAESP membership in the country.

25. A review of the Income Statement, and Year-to-Date Income shows that:

- a. YTD total revenue as of March 31, 2022, is \$1,364,680 and net income of \$797,812 with total expenses of \$566,868
- b. Total cash in the bank as of April 25, 2022, is \$3,838,581
- c. Principal Leadership cash on hand is \$1,542,299 for total cash on hand of \$5,251,847

26. Discussion took place about increasing dues for the 2022-23 year. The recommendation is for dues increase to cover the cost of inflation. The Budget Committee discussed between a 7% -9% dues increase.
27. **Aaron Fletcher made a motion to approve an 8% dues increase of \$50/year, per member, for the 2022-23 year, as recommended by the Budget Committee. Stephanie Teel seconded the motion. The motion passed.**

The AWSP meeting was adjourned at 11:05 a.m.

Next AWSP Board Meeting:

Saturday, June 25, 2022
The Grand Hotel, Spokane

MEETING ATTENDANCE

Board Members: Chris Visserman, Brent Osborn, Tricia Kannberg, Eric Anderson, Dave Riddle, Theresa Shinn, Cris Turner, Woody Howard, John Belcher, Todd Hilmes, Aaron Fletcher, Stephanie Teel, Cameron Grow, Kelli DeMonte, Michael Harrington

Budget Committee Chair: Heather Renner

AWSP Staff: Jack Arend, Greg Barker, Scott Friedman, Kim Marquette, David Morrill, Andi Mounts, Scott Seaman, Roz Thompson, Gina Yonts

Kim Marquette
Kim Marquette
Operations Director

Approved by AWSP Board June 25, 2022 _____/date/ km _____/initials/