Association of Washington School Principals (AWSP)

SPRING BOARD MEETING
Thursday and Friday, April 23-24, 2026
Icicle Village Resort, Leavenworth

SUMMARY MINUTES

President Jason Smith called the Board meeting to order on April 23, 2026, at 1:08 p.m.

1. Leading for Equity, Part 3 – Jason Smith, President
   a. The Board engaged in a leadership reflection focused on equity-centered leadership. Discussion emphasized:
      - People more than projects
      - Movement more than maintenance
      - Art more than science
      - Intuition more than formula
      - Vision more than procedure
      - Risk more than caution
      - Action more than reaction
      - Relationships more than rules
      - Identify more than role.
   b. Board discussion included:
      - The influence of identity on leadership practice
      - Identification of leadership blind spots
      - AWSP Equity goals and use of the Equity Guide
      - Defining equity within school buildings
      - Academic malpractice
      - World Café reflections

2. National Update and Discussion – Dr. Scott Seaman, Executive Director, AWSP
   a. Dr. Seaman reviewed the transition from two national associations to a unified organization under the National Principals Association, effective July 1, 2026. Discussion included:
      i. Rationale for "One Purpose, One Voice."
      ii. Reflection on expectations and outcomes from NASSP
   b. **Tom Adams moved, and Jason Smith seconded a motion to reaffiliate with the National Principals Association beginning July 1, 2025. Motion passed unanimously.**

3. Leadership Induction Act Update – Scott Friedman, Association Director
   a. The Board received an update on the evolving role of the principal and associated statewide challenges, including:
      i. Increased job demands and complexity
      ii. High turnover and reduced job satisfaction
      iii. Shrinking candidate pools and underprepared leaders
   b. Discussion included:
      i. Differences in challenges across urban and rural settings
      ii. Alignment of preparation programs with current leadership demands
   c. Research-based components of effective leadership development programs were reviewed:

i. Strong university-district partnerships
ii. Emphasis on instructional leadership
iii. Job-embedded learning experiences
iv. Cohort models and professional networks
v. Rigorous recruitment and selection

d. The Board reviewed a draft of the Leadership Induction document.

The AWSP Board meeting recessed at 5:00 p.m. and reconvened on Friday, April 24, 2026, at 8:00 a.m.

4. Advocacy Update – Roz Thompson, Government Relations and Advocacy Director
   a. Roz Thompson provided a legislative and advocacy update. Discussion included:
      i. Projected budget shortfalls and impacts to education funding
      ii. Reductions to levy equalization, transportation, and key programs
      iii. Cuts to Next Level Leaders and BEST programs
      iv. Running Start and Transitional Kindergarten limitations
   b. Legislative updates included:
      i. HB 1795 – Restraint and Isolation
      ii. HB 1295 – Literacy
      iii. HB 2534 – Military student stability
   c. Advocacy efforts highlighted included:
      i. Principal for a Day
      ii. Principal Partners for Legislators
      iii. Advocacy Advisory Council
      iv. Day on the Hill (January 26, 2026)
      v. AWSL Advocacy Summit (February 20-21, 2026)
      vi. Ongoing engagement through testimony, action alerts, and outreach
   d. Board discussion included:
      i. Impacts of staffing cuts on attendance and student support
      ii. Importance of Transitional Kindergarten
      iii. The principal as the most impactful building leader
      iv. Identification of key data points and legislative priorities

5. AWSP Membership and Finance – Dr. Scott Seaman, Executive Director, Andi Mounts, Finance Director, Stephanie Smith, Budget Chair
   a. **Enrique Romero moved, and Cameron Grow seconded a motion to approve the January 23-24, 2026, Board meeting minutes. Motion passed.**
   b. As of April 13, 2026, there is 26.09 months of cash-on-hand. Estimation of cash on hand in August 2026 will be about 14.01 months.
   c. Total cash in the bank is currently $9,059,586, including Principal Leadership cash. The Principal Leadership balance is $2,451,529 as of April 13, 2026.
   d. AWSP total revenue as of March 2026 was $1,094,163 with total expenses of $659,843 for a net income of $434,320.
   e. Approve the 2026/27 Membership dues rate with a $18 change, for a total rate of $970 per Active Member using an estimated number of active members of 3,620 and this value of $2,544,860 will be used for the 2027 AWSP budget. This rate also applies to all membership categories.
   f. WSPEF has 6.12 months of cash on hand under standard operations.

g. Cash on hand as of April 13, 2026 was $2,630,521; target 6 months of cash on hand is $2,578,758.

6. Membership and Dues
   a. The Board discussed membership trends and the impact of district budget reductions.
   b. The Budget Committee recommended a dues increase of $18 per member (2.63%) to maintain operations and keep pace with cost-of-living increases for staff.
   c. **Tom Adams moved to approve the 2026-27 membership dues rate of $970 per active member, based on an estimated 3,620 members. Motion seconded. Motion passed.**
   d. Additional updates included:
      i. Increased national association rebate projected at approximately $200,000
      ii. Mileage reimbursement adjusted to half of the IRS rate; $150 cap removed
      iii. Growth in BASE program participants
      iv. Ongoing updates to Standard Operating Procedures for the Grade Level Leadership Committees

The board meeting adjourned at 10:00 a.m.

Next AWSP Board Meeting:

Saturday, June 27, 2026
The Grand Hotel, Spokane

MEETING ATTENDANCE

Board Members:
Jason Smith, Erin McKee, Tom Adams, Enrique Romero, Woody Howard, Stephanie Teel (Smith), Heather Hastie-Ulery, Thomasina Rogers, Cameron Grow, Tamera Marcoe, Justin Pierce, Laina Walker
AWSP Staff:
Jack Arend, Greg Barker, Scott Seaman, Kim Marquette, James Layman, Gina Yonts, Scott Friedman, Caroline Brumfield, Andi Mounts, Roz Thompson, David Morrill, Kamrica Ary-Turner, Shelley Barker
Guests:
Kelley Boyd, Brent Osborn, Kevin Collins, Tami McCracken

Kim Marquette
Kim Marquette
Operations Director

Approved by AWSP Board __June 27, 2026_____/date/ ____km___/initials/