Reverse the Trend

**What Teachers Want**

After looking into the poll findings, NAESP Executive Director L. Earl Franks, Ed.D., CAE, issued a statement following the release of the report “Frustration in the Schools: Teachers speak out on pay, funding, and feeling valued.”

“Principals partner with teachers to improve student achievement, close the achievement gap, and ensure all students have access to a pathway to success,” said Franks. “They depend on teacher leaders to step into leadership roles and help them create a positive school culture. But the frustrations expressed in the 51st annual PDK Poll of the Public’s Attitudes Toward the Public Schools demonstrate more work needs to be done to ensure a strong and sustainable educator pipeline for teachers and school leaders alike. Teachers’ concerns with pay, school funding, and feeling valued by the community are contributing to 50 percent of public school teachers nationally seriously considering leaving the profession in the past few years and more than half not wanting their child to follow them into the profession.”

According to poll results:
- 60 percent of teachers say they’re unfairly paid;
- 75 percent of teachers say the schools in their community are underfunded; and
- 74 percent of parents say they would support a teacher strike for higher pay in their community.

The poll also highlighted key points that show where teachers stand on several important issues in education. For example, nearly all teachers said a better way to assess a school’s quality is to look at the improvements of students over time instead of focusing just on the percentage of students who pass standardized tests.

Another hot topic in education is discipline in schools. According to the poll, about half of parents and two-thirds of parents say school discipline is not strict enough, citing a desire for mediation over detention or suspension.

“This crisis in the teaching profession—which stems in part from school underfunding—is poised to severely impact the educator pipeline and student learning,” said Franks. “As we consider policy positions and advocate for education funding, we should listen to the voices of teachers (75 percent), parents (61 percent) and adults (60 percent) who agree that schools are underfunded.”

Read the full poll results.

—Dateline NAESP

L. Earl Franks, Ed.D., CAE, is executive director of NAESP

**KAESP Fall Institute**

Please make plans to attend the annual Fall Institute on November 18, at the University Club in Louisville, KY. Our keynote speaker will be Dr. Bryan Pearlman. Dr. Pearlman is an expert on Trauma Informed Leadership. Dr. Bryan Pearlman is a veteran educator, PD leader, keynote speaker, and adjunct professor. He is the author of the book, *Whatever It Takes For All Students To Succeed In School and Life*, released in January 2019. His expertise is helping all children to succeed, challenging behaviors, trauma, school improvement, differentiation, and data-driven decision making.

The agenda for the day will be posted on the KAESP website shortly.

For additional information and to register for the conference, please visit the KAESP website at www.kaespky.org.

Six hours of EILA credit will be available.

**Back to School Toolkit**

Students might be enjoying the final weeks of summer, but principals and their teams are hard at work preparing for the new school year. NAESP’s Back-to-School Toolkit will help guide your interactions with students, staff, and families at the start of the year. Find fact sheets to share with staff and families, school-project funding opportunities, and professional development ideas, as well as resources on topics such as attendance, home visits, and connected leadership. Early career and veteran principals alike will find this information useful. Visit naesp.org/back-to-school to learn more.

—Dateline NAESP

Kentucky Association of School Administrators (KASA) will no longer collect KAESP dues!!

KASA has made the decision was made that it was not economically feasible for KASA to collect dues for their affiliates. So, to join, you will need to join KAESP directly. We hope that you will make the choice to become a member of your association.

Now there are three ways to join KAESP:

1) Personal Check
2) Purchase Order
3) PayPal

For items one and two above, mail these to Rosie Young, 1801 Echo Trail, Louisville, KY 40245

For item three above, please visit the KAESP website (www.kaespky.org) and use the PayPal option on the Join Us screen.

Membership application is available on the website: www.kaespky.org
Guess where the 2020 NAESP Convention will be held?
Louisville, KY July 12—14, 2020

News from KDE...

School rating system to begin in September

At its Aug. 7 meeting in Frankfort, the Kentucky Board of Education (KBE) discussed the development and implementation of Kentucky’s new 5-star school rating system, which will go live in September after the 2018-2019 K-PREP test scores are released.

Using data from the 2018-2019 school year, Kentucky’s accountability system will provide an overall rating for each school, district and the state ranging from 1 (the lowest) to 5 (the highest) stars. The star rating, along with other important education data, will be available on the new Kentucky School Report Card.

Elementary and middle schools will receive star ratings based on student assessments in reading, mathematics, science, social studies and writing; and student growth in reading and mathematics. High schools will be rated based on student assessments in reading, mathematics, science and writing; transition (academic or career) readiness; and graduation rate.

The 5-star accountability system is designed to focus attention on the need to close achievement gaps. A school or district that would have been a 5- or 4-star will be reduced by 1 star if it has significant achievement gaps between the performances of groups of students.

“If a school has very high scores, for example, but also has a group of low income students who aren’t seeing that same academic success as their peers, the school’s 5-star rating would be lowered to a 4-star,” Rhonda Sims reported.

Applications are being accepted for the World Language Standards Review Committee and Advisory Panel. KDE is seeking teacher of all grades and post-secondary educators to participate in this work. The online application will be posted for 30 days. Applications will be accepted through Sept. 18. Selected team members will be notified on or before Oct. 18.

Remember, first year principals receive a free KAESP membership for their first year. First year principals are asked to complete a membership application form and send it to the KAESP indicating their first year principalship status. Welcome aboard!!

AASA, NAESP Launch National Aspiring Principals Academy

AASA, The School Superintendents Association, and the National Association for Elementary School Principals (NAESP) have launched a partnership geared to bolster the effectiveness and preparation for aspiring school principals throughout the country.

Led by the two groups, the National Aspiring Principals Academy is a highly engaging, year-long professional learning experience. The goal of the academy is to produce transformational principals rather than traditional building managers. Graduates of the academy should be well equipped to lead 21st century schools with creativity, vision and a commitment to equity and excellence.

The program follows a cohort model designed to support aspiring principals in acquiring the essential knowledge, skills and practices needed to advance to the next leadership level. The standards-based professional learning opportunity will provide an insightful blend of theory and practice through in-person sessions and a virtual platform, led by highly skilled, nationally recognized educational leaders and mentors.

Gail Pletnick, past AASA president and retired superintendent, is serving as one of the academy’s lead instructors. “All of us who are dedicated to equity in education want to make certain that our public schools are the strongest education institutions possible. Our program is about real-world experiences, networking and creating opportunities for educators to engage in the work as building leaders.”

Eric S. Cardwell, past NAESP president and former principal of Michigan’s Besser Elementary School, is also serving as an academy lead instructor. “What drives me is the absolute power of the position when it comes to making a positive difference in the lives of children, parents and staff, as we work together collectively as a learning community to create opportunities for our students. It is a professional honor to work with participants who are excited to enter the principalship.”

Anyone who aspires to become a principal and improve in their principal practice is encouraged to apply. Participants may be teacher leaders, assistant principals or early career principals. The academy is designed to support aspiring principals in acquiring the essential knowledge, skills and practices needed to advance to the next leadership level.

For more information about the National Aspiring Principals Academy, visit the AASA or NAESP websites, or contact Gail Pletnick at gpletnick@aasa.org or Eric Cardwell at gcardwell@naesp.org.

KAESP is Looking for Board Members!

Do you have an interest in serving on the KAESP Board of Directors? We are looking for principals and assistant principals to serve on the board by representing the principals in their region. The full board only meets about two times a year with most business conducted via email. Regional representatives are asked to recruit members from their region, attend KAESP functions, and provide leadership in KAESP. We are looking to grow the board and involvement of our members in KAESP. We need you!

If you are interested in being a more active member, please contact Rosie Young at ryoung@bellarmine.edu.

KAESP Website

The new KAESP website is up and running—check it out at: kaespy.org

www.kaespy.org

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To Think About ....

“Don’t limit yourself. Many people limit themselves to what they think they can do. You can go as far as your mind lets you. What you believe, you can achieve.”

- Mary Kay Ash
From the Executive Director, Dr. Rosie Young

Are You Ready?

Fall into KAESP

Now you are in the midst of the school year and you have all of those things on your to-do list. I have a very important item for you to put on that list: The KAESP Fall Institute!!

I have attended the KAESP Institute for over 20 years. Attendance has gone down over the years—competition from other associations and a belief that school cannot run without the principal there. It is kind of sad.

I always looked forward to seeing everyone at the conference. It was great to touch base with everyone, share war stories, and see how everyone was doing. And, I can honestly say I always walked away knowing the last information that pertained to my position—elementary principal!

I hope you consider attending. It will be lonely without you there! And, I guarantee you will learn something you did not know!

Rosie

KAESP has joined with a number of other state associations to launch the Ed Leaders Network.

The Ed Leaders Network (ELN) is grounded in the belief that educational leaders impact student performance. With this foundational belief at the ELN’s core, multiple state principal associations have partnered together to provide you high-quality, on-demand professional development webinars to enhance your leadership growth. A dynamic professional networking community has also been created to allow you to interact with your peers and leadership experts from across the country.

In short, the ELN’s mission is to provide you the professional development content and capacity building professional network you need to do what’s best for your students and learning community.

If you are a Member of KAESP, terrific news! You may receive the benefits of the ELN at a discounted rate. Subscribe now at the early bird rate of $99 annually for KAESP member and for $199 for non-members. Regular ELN pricing will be $199 annually for Members of State Affiliates/$399 for non-members once the early bird rate ends.

Please visit the website at www.edleadersnetwork.org to take a tour of the site or contact Rosie Young, KAESP Executive Director for additional information.

News from NAESP

Bill Jones retires and resigns as Director Zone 5, NAESP

The NAESP Board of Directors has announced the resignation of Bill Jones, director of Zone 5, effective Aug. 1, 2019.

Bill Jones has been a stellar NAESP leader and carried out his responsibilities in a highly professional manner. As an outstanding principal representative for Zone 5, Bill served as a strong vocal advocate for ensuring a quality education for all children. Bill will be assuming a new leadership role as a principal coach in his home state of Kentucky. NAESP wishes Jones the very best as he pursues the challenges and opportunities of this new position.

David A. Naylor Jr. has stepped in as NAESP’s new Zone 5 director. David is elementary principal at Model Laboratory School in Richmond, Kentucky. He will continue to serve on the board of directors and complete the term of director. David N. Wick, the incoming Zone 5 director, steps into his role on Aug. 1, 2019.

David Wick assumes NAESP Presidency

A school administrator for more than 25 years, Montana principal David N. Wick believes that the principal has the greatest impact on school culture. Because of this outlook, he has dedicated his career to not only his students and faculty but also to his colleagues in education. He steps into his latest leadership role of NAESP president starting Aug. 1, 2019.

“In developing and building positive relationships with all members of the school community, the principal can communicate high expectations, develop an inclusive environment, and motivate all to strive to be their best,” says Wick, principal and director of elementary education at Columbia Falls Junior High School in Columbia Falls, Montana. “While being a principal is a difficult job, I find it to be rewarding and fulfilling, and I respect the many roles of the principal. I am humbled and honored to serve fellow principals in my role with NAESP.”

Louisville, KY will serve as the site of the Annual NAESP Conference next summer! Kentucky is excited to be hosting this event. If you would like to be involved in the planning, contact NAESP. Also, please make plans to attend! Great opportunity to attend a national conference!

Join NAESP!

If you are not familiar with the many benefits of NAESP membership, please visit the website at www.naesp.org to see what our National Association has to offer. Your membership could help us become a Goal Buster Plus award winner again! School funds can be used for the Institutional Active membership category and you will receive a second set of publications for your school as well as an active membership. Please join!!!

Become a Member of KAESP Today!

The drive is on! The KAESP is conducting its membership drive and we need you as a member! Current members will receive an email to notify them of the need to renew their membership. If you do not receive this membership email, you are not a member and we want YOU! Your Regional Representative is listed on page 4 of this newsletter. You may contact your regional representative for information on membership, contact KAESP at kaesp@kaesp.org or visit the website (www.kaesp.org) for the membership application. We hope you become a member of your professional association. The KAESP is the only association dedicated to the needs of elementary and middle level principals. If you are not a member, please consider joining so that we may do even more for our members! Membership dues are only $90.00 a year. Please join us as we advocate, serve and lead!

NAESP/Annual Convention

July 12—14 2020
Louisville, KY

http://www.principalsconference.org/
The mission of the KAESP, the collective voice of Kentucky's elementary and middle level principals, in partnership with other education leaders, is to develop citizens that can succeed in a global society, by delivering to our members a network for support, professional development, visionary leadership, and by pro-active involvement in shaping education policy.

KAESP Officers for 2018—2019

Pam Cooper, Past President
Principal, Sanders Elementary, Louisville, KY

Dr. John Ansman, Treasurer, ETC, JCPS, Louisville, KY

Bill Jones, NAESP State Representative
Principal, Corbin Intermediate School, Corbin, KY

Lynley Schroer, Federal Relations Coordinator
Principal of Luhr Elementary, Louisville, KY

Jason McGlone, NAESP State Representative
Principal of Prichard Elementary, Grayson, KY

David Naylor, NAESP Zone 5 Director, Model Laboratory School, Richmond, KY

Want to join us? —Send an email to Rosie Young

Takeaways from Michael Fullan

During the Pre-K–8 Principals Conference in Spokane, Washington, keynote speaker Michael Fullan highlighted his latest research on deep learning and revealed an inspiring message on how students and teachers respond best if they are focusing on global competencies. Fullan engaged, motivated, and challenged school administrators from across the country to lead students in finding their purpose in life by becoming nuanced leaders.

Overcoming Boredom in Schools

Fullan delivered information to school administrators that shed light on the current state of global education. It wasn’t promising: “Today’s students are bored,” he said. He also noted that inequity in our world is widening, and society is giving schools a bad deal. “The world is troubled, and even 10-year-olds know it.”

But Fullan gave us hope with his research on deep learning innovations: Goodness can evolve but only when special conditions are met, and as a human race, we can help create and meet those conditions when we have unity.

Finding a Purpose in Life

Fullan also challenged us to help students define and find their life purpose by leading and guiding them to see themselves as people who can contribute to bettering our world. Research shows that only 24 percent of high school students are pursuing a purpose for their life. Many focus on just getting good grades as a pathway to college and a career.

In today’s world, that’s not good enough. Students need to be good at learning and at life, said Fullan. His recommendation? Change our students with the following phrase: “Engage the world, change the world.”

New Types of Learning

Fullan explained the types of learning we should be transitioning to so we can be the change agents in our schools. It should be “irresistibly engaging, elegantly efficient, technologically ubiquitous, steeped in real-life problem-solving, and involve deep learning—quality learning that sticks with you the rest of your life and learning that engages the world and changes the world.”

Fullan’s book Deep Learning: Engage the World Change the World breaks down deep learning into the process of acquiring six global competencies, known as the six C’s: character, citizenship, collaboration, communication, creativity, and critical thinking.

These competencies encompass compassion, empathy, social-emotional learning, entrepreneurialism, and other related skills to becoming successful in our complex world. Fullan warned, “We will fail to spark the passion of our students if we are not teaching the six C’s.”

Takeaways

To maximize the impact of deep learning on students, Fullan encouraged us to create a shared ownership with teachers and reminded us that successful change processes are a function of shaping and reshaping good ideas as they build capacity. This process comes through the creation of collaborative structures, which must be nourished through teacher learning and development.

According to Fullan, the No. 1 influencer in student achievement was collective teacher efficacy. A successful collective efficacy among teachers can be created in an environment that provides frequent and specific collaboration. He calls it professional collaboration with purpose.

Finally, Fullan redefines the moral imperative as “raising the bar and closing the gap in both learning/academic achievement and in doing well in life.” To close the learning/achievement gap in schools, and set up students also do well in life, we, as school administrators, must self-reflect and decide whether we are what he Fullan calls “surfacer or nuancer.” Surfacers treat problems as technical by concentrating on steps to the solutions, whereas nuancers work with key principles that lead to adjustable actions, which involves concepts and practical skills that require deep reflective actions.

Nuanced leaders are curious, humble, loyal to a better future, proud to celebrate success, open, and courageously and relentlessly committed to changing the system for the betterment of humanity, said Fullan.

They’re able to connect to people, look below the surface, and change people’s emotions instead of their minds.

Fullan ended his keynote by encouraging us to be leaders who lead, listen, learn, and ask questions. He also encouraged us to model and mentor leadership in others.

Matt Scott is principal at Creekside Primary in Harvest, Alabama.