Champions for Education: Ruby Payne Edition

The NAESP 2020 Pre-K-8 Principals Conference, July 12-14 in Louisville, Kentucky, is the only national elementary and middle-level conference focused on what principals should know and be able to do to drive student success. We’ve lined up topnotch keynote speakers—Ruby Payne and Baruti Kafele.

This edition features Ruby Payne, founder of aha! Process and an author, speaker, publisher, and career educator. Here are her views on addressing emotional poverty, discipline strategies, and which unconventional topic schools should be teaching.

What is emotional poverty? Emotional poverty is when the brain is unintegrated and unregulated, when the inner self is weak, the bonding and attachment is insecure, and the external environment tells you that you are “less than” and “separate from.”

Why aren’t current discipline strategies effective when addressing emotional issues? Many of our current discipline strategies are based upon the idea that the student is basically emotionally healthy and just needs readjustment. However, the emotional responses and behaviors that are occurring in schools now are based upon an emotional injury, which requires a different approach.

What’s the biggest issue facing school leaders today? The incredible demands that are placed upon teachers and students by federal and state policy, some of which are actually psychologically abusive. Kindergarten students should be learning through activity and play. The constant testing and measuring takes away from time to learn. The second issue that is facing many school leaders is the shortage of teachers, particularly in rural areas. The third is the emotional issues that some students and parents are bringing into the campus. The fourth issue is the amount of time that must be spent on compliance, regulatory, and legal issues.

Which educator had the most impact on you during your school years, and why did he or she leave a lasting impression? I was so fortunate to have several. I loved my second grade teacher. Her lipstick and nail polish always matched! When I was a consultant for a regional service center in Texas, I worked for an executive director who was phenomenal. I learned so much from him. He had the ability to identify talent in others and confront issues in a non-offensive way yet speak the truth. He genuinely liked people. He was gifted with political negotiation.

What was your favorite book as a child? As an adult? I loved to read. I did not have a favorite book. I loved mysteries and good literature and still do. I still read about 200-300 books a year. The recent book Educated really struck a chord with me. Probably my favorite book right now is 12 Rules for Life by Jordan Peterson.

What unconventional topic do you wish students could learn as a subject in school, and why? I wish we would teach students about food—cooking, baking, etc. It is such a fabulous way to learn math, but more important, it is a lifelong skill and understanding. It is a bonding activity. In the mid-1970s, three courses were taken out of high schools that have impacted our country significantly; we took out home and family living, personal finance, and food and nutrition. Those courses were replaced with STEM courses. The understanding was that the parents would teach those things to their children. Now, 45 years later, we are seeing the impact in America of not having those courses.

What She’ll Speak About at #NAESP20

Recognized internationally for her work, Payne has helped students and adults of all economic backgrounds achieve academic, professional, and personal success.

Payne will present an eye-opening keynote on schools trying to address emotional issues with discipline strategies and why it might not be working. Social and emotional learning programs are critical for addressing emotional challenges, but we must also rethink our discipline procedures and policies.

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
National Board Certification

The National Board for Professional Teaching Standards was established in 1987 as the teaching profession’s vehicle for defining and recognizing accomplished teaching. National Board Certification, which is built upon National Board Standards and the National Board’s Five Core Propositions, is the profession’s mark of accomplished teaching. To date, more than 112,000 teachers in all 50 states and the District of Columbia have achieved National Board Certification.

“Recognized as the gold standard in teacher certification, the National Board believes higher standards for teachers mean better learning for students” (NBPTS webpage). Research shows that the students of Board-certified teachers learn more than students in other classrooms, which is why many states and districts, including Kentucky, offer incentives for teachers to pursue Board certification.

For more information, please visit: https://education.ky.gov/teachers/Pages/National-Board-Certification.aspx.

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: kaespky.org

www.kaespky.org

To Think About …

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.”  John Quincy Adams

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” – Jack Welch

“A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but ought to be.” – Rosalynn Carter

“You can do what I cannot do. I can do what you cannot do. Together we can do great things.” – Mother Teresa

“…To lead people, walk beside them. As for the best leaders, the people do not notice their existence … When the best leader’s work is done, the people say, ‘We did it ourselves!’” – Lao Tsu
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.

Dave Steckler is the principal of Red Trail Elementary School in Mandan, North Carolina. Dave has served on the NAESP Board of Directors as the Zone 7 Director. Four words drive his purpose: communication, purpose, passion and pride. Dave desires to lead with his voice at the national level and to promote international school leadership while establishing a community of learner throughout the nation.

For additional information on the candidates, please visit: https://www.naesp.org/2020-naesp-election

Interested in NAESP Mentor Training:

May 5—6 Augusta, MA
June 3—4 Alexandria, VA

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From the Executive Director, Dr. Rosie Young

Spring Flings!

Wow! What a start to the spring-COVID-19! This has certainly taxed our school leaders to ensure calm and consistency in their schools. And, as usual our outstanding school leaders have risen to the challenge. I remember those days when school opened late or closed early. The skills in preparing schools to be closed for two weeks while ensuring learning opportunities for children is a daunting task. But, again, as usual, school leaders made it happen. Thank you for the work you have done!

The Center for Disease Control and Prevention has developed interim guidance for School Administrators at:


Please take care of yourself and your loved ones! And, again, thank you for your leadership!

Take care, Rosie

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Are You Ready?

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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 you 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!

News from NAESP

NAESP Election for Vice President

Two candidates have been selected as candidates for the position of NAESP Vice President. The candidates for vice president will be introduced to the general membership in video format featuring each candidate’s five-minute speech and their response to one question provided by the NAESP President in advance. The video will be emailed to NAESP members and made available on NAESP’s website prior to the start of the election. The voting window will remain March 24 - April 3, 2020, utilizing the same electronic process.

Sharon McNary is the principal of Richland Elementary School in Memphis, Tennessee. Recently, Sharon had served as the Zone 4 Director on the NAESP Board of Directors. In her platform, Sharon is committed to continue strengthening relationships with school administrators at all levels. Her goal is to keep principals at the center of decisions impacting school communities.

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NAESP/Annual Convention

July 12—14 2020
Louisville, KY

http://www.principalsconference.org/
The Aspiring Principal Critical Questions for New and Future School Leaders by Baruti K. Kafele

In this book, school leadership expert Baruti Kafele presents reflective questions aimed at assisting both new and aspiring school leaders as they work to become effective school leaders. The book is infused with succinct advice from remaining focused on student achievement to addressing a multitude of concerns.

Restorative Practices for Classroom Management

Building equity in a school isn’t an easy task. Daunting as it is, Dominique Smith, chief of educational services and teacher support at Health Sciences High and Middle College in San Diego, believes it’s possible with the strategies he outlined in NAESP’s recent assistant principal webinar titled “Better than Carrots: Restorative Practices for Positive Classroom Management.”

Understanding Equity

Studies show that when educators empower students to address and correct misbehavior among themselves, positive results are longer lasting and have a broader reach. Where does equity fall into this? Equity:

- Recognizes that every student comes to school with a unique identity profile that is too often impacted by racism, bias, or bigotry;
- Occurs as a result of sensitive, courageous, and creative conversations and actions;
- Requires the distribution and redistribution of resources and initiatives based on individual and group needs derived from multiple sources of qualitative and quantitative data; and
- Leads to engaged, inspired, and successful learners.

A Welcoming Culture

To create a welcoming culture starts with an understanding of what that actually means. According to Smith, it’s when conditions for learning are ever-present, when students have an understanding of how their behavior affects them and others, when everyone shares the belief that they’re part of something special, and when language creates personal pride and purpose. The climate of a school is based on three practices—peacekeeping, peace-building, and peacemaking.

Download the webinar, slide presentation, or audio version of this webinar on the NAESP website. While you’re there, check out other assistant principal-focused content in our archive section.

—Dateline NAESP

Encourage New Growth

Too often, assistant principals say they are slotted into management and discipline roles, shrinking the time and opportunities available for building leadership skills. And yet, better school leadership equals better student outcomes. Research reveals why assistant principals should be groomed for leadership, and how it’s done. Use these research-based talking to make the case for strengthening professional learning experiences for aspiring and assistant principals.

Making the Case

Properly trained assistant principals perform at higher levels. Faculty have a better instructional experience, and students have a better educational experience.

Better-prepared principals stay on the job longer even in high-need urban and rural schools. Longevity boosts student achievement.

Grades of exemplary leadership development programs feel “significantly better prepared for instructional leadership and management of school improvement.”

Schools with newly placed principals from principal pipelines—often including former assistant principals—outperform comparison schools in reading and math.

When Broward County (Florida) Public Schools implemented an initiative that included mentorship for assistant principals tailored to their years of experience, the number of schools rated D or F plummeted from about 40 to eight.

—Dateline NAESP

To Think About … in honor of Dr. Seuss: The more that you read, the more things you will know, the more that you learn, the more places you’ll go.” —Dr. Seuss

Follow us!!!

Kentucky Association of Elementary School Principals

Follow and like us!

@kaespky

KAESP

1801 Echo Trail
Louisville KY 40245

Phone: 502-272-8447

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

Dr. John Ansman, Treasurer, ETC, JCPS, 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 at kaespky@gmail.com