



3 Guiding Priorities for Equity and Inclusion in Schools

This summer, NAESP formed its National Task Force on Race and Equity to advise the association on issues related to racial equity and dismantling systemic racism in school communities. The group has been meeting bi-weekly to review schools' common challenges and to determine how best NAESP can provide support to principals around these issues.

The task force has identified the following guiding priorities to support principals in this crucial aspect of their leadership role.

Guiding Priorities

1. Strengthening Principals as Leaders of Equity

Professional learning for principals that positions them as equity leaders and enhances key skill sets such as:

- Personal reflection on race and I implicit bias: Explore implicit biases and how they impact safe and culturally responsive learning communities.
- Listening skills and courageous conversations: Develop critical facilitation skills to address race and equity with students, staff, and school community. worked to meet the needs of the students and community—"because that's what a school is supposed to do." Through daily videos, Moss reminds the community about programs like food distribution, and he looks up what every day is the "National Day of" to boost spirits of this students, staff, and community.

2. School Assessment and Action Planning

Curated tools and customized resources for school leaders that will include:

- Schoolwide equity audit and screener tool: Review building and district-level student achievement data, staff hiring and retention practices, discipline policies, and digital access.
- Curriculum and access review: Assess text selection, instruction, assignments, standards, and assessments with an eye toward equity. Also review gifted and special education programs.
- Schoolwide equity training: Vetted training resources on various aspects of culturally responsive leadership.

3. Equity-Aligned Policy and Advocacy Agenda

- Data collection: Gain insights about principals' experiences and professional learning needs from unconscious bias survey.
- Policy review: Use insights from principal unconscious bias survey to inform advocacy agenda, including identification of federal funding opportunities to support principals in their race and equity work. Examples might include targeted principal professional funding and grant programs to support principals to lead on equity in their schools.

Implicit Bias: NAESP has entered into a custom research services agreement with Project Implicit to develop and host an online research study. This study will consist of an Implicit Association Test/web study for NAESP members focused on identifying biases related to race. This customized project should be finalized and ready for use by the start of November.

Equity Audit: NAESP is in discussions with various organizations regarding the potential collaboration for an equity audit/screener tool for school leaders.

—Dateline NAESP

Congratulations to Brian Bond

KAESP extends hearty congratulations to Brian Bond, principal of Hunter Hills Elementary School in Corbin, KY. Brian was named as the 2020 Kentucky National Distinguished Principal. Unfortunately, the celebration was cancelled due to COVID-19. However, Brian has received complimentary housing and registration to the 2021 NAESP Conference in Chicago. Brian will be honored at the conference. Brian has served as the principal of Hunter Hills for 10 years. In this time, his school has ranked in the top ten multiple years and has been named a Model School by the Kentucky Department of Education. His school has earned the coveted 5 star rating from KDE. His philosophy is basic: do what's best for the kids. According to Brian, he wants toe school to "be a vibrant, fun, safe haven for our kids, where learning truly come alive." In addition, Brian puts a great deal of effort into establishing a strong, positive culture in the school. Each school year starts with a community block party. Monthly Family Read Nights are held to support family literacy. Daily, the Hats Off program recognizes students who have "been caught being good." Every new teacher attends the Ron Clark Academy to experience an outstanding school culture. Brian puts total effort into what matter—the students!



Congratulations, Brian!!!



First Year Principals and Assistant Principals: you receive a free KAESP membership for your first year. Complete a membership application form and send it to the KAESP indicating your first year principalship status.

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:

Personal Check
Purchase Order
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.kaespsy.org) and use the PayPal option on the Join Us screen.

The membership application is available on the website: www.kaespsy.org



News from KDE:

Gov. Andy Beshear asks Kentucky superintendents to begin preparation for COVID-19 vaccination

Gov. Andy Beshear met virtually with Kentucky's superintendents to ask them to begin planning for the distribution of COVID-19 vaccines to the state's education community.

While Beshear is unsure when educators will begin receiving the vaccines, he asked the superintendents to begin preparing rosters of school personnel who are willing to be vaccinated. Though the vaccines are distributed at the federal level, states direct where they need to go.

The Kentucky Department of Education anticipates collaborating with the Kentucky Department for Public Health and the governor's office to provide additional guidance to districts about vaccine distribution before their winter break.

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 : kaespsy.org

www.kaespsy.org



More information about KAESP can be found at <https://kaespsy.org/>

Elementary School Principals' Professional Learning: Current Status and Future Needs



To learn more about principals' opportunities for professional learning, NAESP teamed up with the Learning Policy Institute to conduct a national principal study surveying 1,000 principals. The results are outlined in a new report, "[Elementary School Principals' Professional Learning: Current Status and Future Needs](#)."

According to the results of the survey, over four in five principals (84 percent) indicated that they faced obstacles to pursuing professional development. The top three reasons were not enough time (67 percent), building (43 percent), and not

insufficient coverage for leaving the building (43 percent), and not enough money (42 percent). Principals serving schools with high percentages of students of color were more likely to report lacking money for professional development (50 percent), compared with less than a third of principals of schools with low percentages of students of color (32 percent)

While many principals reported having had access to professional development, far fewer principals reported that they had participated in authentic learning opportunities (e.g., applied learning experiences, mentors and coaches, and networking with colleagues) despite the literature stating that these authentic, job-embedded learning opportunities are associated with positive outcomes.

Additionally, principals reported

wanting more professional development content across a range of topics. The topics most frequently identified were related to whole child education—a range of practices that involve deeper learning and tending to the social emotional and physical health of students. Principals also reported wanting more professional development content addressing equity and diversity in their schools.

Lastly, although most principals indicated their districts supported their continuous improvement, they also reported facing obstacles to participating in professional learning. These obstacles were related to time constraints, insufficient coverage, and lack of funds.

You can download the full report at: [Elementary School Principals' Professional Learning: Current Status and Future Needs \(learningpolicyinstitute.org\)](#)

—Dateline NAESP



From the Executive Director, Dr. Rosie Young

Free KAESP Membership!

The Kentucky Association of Elementary School Principals would like to recognize and thank you for the work you have been doing on behalf of our students, schools, and communities. We are offering you a complimentary free membership for the remainder of the year through June 30, 2021. How often does someone offer you a free membership? If you are currently a paid member, your 2021- 2022 year will be complimentary. In order for you to take advantage of this offer, you must complete the membership application form and return to it via email by December 18, 2020. To join, please complete the membership application at www.kaespky.org. Email the application to kaespky@gmail.com or to ryoung@bellarmine.edu Happy Holidays!

Take care, *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.

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

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!



Going to the Source for COVID-19 Cases in Schools

NAESP has joined AASA, the School Superintendents Association, the National Association of Secondary School Principals, Brown University, and Qualtrics to create a first-of-its-kind dashboard to systematically map COVID-19 cases in K-12 schools. The [National COVID-19 School Response Dashboard](#) is the largest and most robust nationwide effort to collect data on how many students and staff have been infected, what mitigation strategies schools are using, and how school reopenings have fared.

The real-time dashboard aims to empower school leaders, policymakers, and the general public to examine current conditions in their own region, see comparisons, and then make data-driven teaching and learning decisions as they continue to navigate the 2020-2021 school year. The project collects

schools' baseline information, enrollment numbers, and follows the number of COVID-19 cases among staff and students. The following is some of the latest data from the dashboard.

- Number of schools reporting: 5,123
- Total enrollment of these schools: 2,747,703
- Staff working in building: 383,225
- Daily Case Rate Per 100,000 students: 5
- Daily Case Rate Per 100,000 staff: 12
- Students with confirmed cases: .076 percent
- Staff with confirmed cases: .17 percent
- Schools with staff wearing masks: 94 percent
- Schools with students wearing masks: 92 percent
- Schools following 6+ feet of distance: 58 percent

—Dateline NAESP

2021 NAESP Pre-K–8 Principals Conference: Registration is Open

[Join educators](#) from around the world to network and learn within the vibrant and beautiful city of Chicago, July 8-10. The NAESP Pre-K–8 Principals Conference™ is the one national event that provides the strongest unified voice for pre-K–8 educators across the U.S. and around the world. Come help us celebrate NAESP's 100th anniversary of offering professional learning experiences designed to inspire bold thinking and innovative leadership.

Registration Link: <https://web.cvent.com/event/b091f4a9-a618-4e45-8532-7427c8c22651/regProcessStep1>



1801 Echo Trail
Louisville KY 40245

Phone: 502-272-8447

**Impactful Instructional Leadership:
Framework for Success** by Jack
Hunter



What does it mean to be a *change agent*? How can you as a leader become a change maker and foster positive change in your school? Instructional Leaders must ensure they what their idea of impact is and what they believe educators can accomplish. Six key practices to lead to instructional excellence. This guide will show you how!

**NAESP National Task Force on
Race and Equity: Guiding Priorities**



This summer the National Association of Elementary School Principals (NAESP) formed its [National Task Force on Race and Equity](#) to advise the association on issues related to racial equity and dismantling systemic racism in school communities. The group has been meeting biweekly to review schools' common challenges and to determine how best NAESP can provide support to principals around these issues.

We're excited to announce the task force has identified the following guiding priorities to support principals in this crucial aspect of their leadership role.

Guiding Priorities:

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Resources and supports for these guiding priorities will be announced in the coming months. But immediate next steps include:

1. Implicit Bias: NAESP has entered into a custom research services agreement with Project Implicit to develop and host an online research study.

*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, JCPS, Retired, Louisville, KY
Jason McGlone, NAESP State Representative

Principal of Prichard Elementary, Grayson, KY

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

BobbiSue Holmes, Principal of South Green Elementary, Glasgow Ind.
Stephanie Smith, Principal of Bloomfield Elementary, Nelson County

Want to join us? —Send an email to Rosie Young
at kaespky@gmail.com



research study. This study will consist of an Implicit Association Test/web study for NAESP members focused on identifying biases related to race. This customized project should be finalized and ready for use by the start of November.

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[Project Implicit](#) is a nonprofit organization and international collaborative network of researchers investigating implicit social cognition—thoughts and feelings that are largely outside of conscious awareness and control.

- Dateline NAESP



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School Principals



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