



In New Study, Principals Highlight Pandemic Innovations and How They Will Change Schools in the Future

The National Association of Elementary School Principals (NAESP) and NAESP Foundation recently launched Leaders We Need Now (LWNN), a series of three research briefs on how the unprecedented crises and turmoil in 2020–2021 have affected the work of principals and the impact these changes will have on the profession going forward.

The research series is the first of its kind to look at how responding to the pandemic, social injustice, and increased demands to address inequity has affected school leaders and the profession.

“For a century, NAESP has been a leader in advocating for and supporting elementary and middle-level school leaders,” says NAESP Executive Director L. Earl Franks, Ed.D., CAE. “Principals are the second-most influential school-based factor when it comes to student achievement, so to help students and schools recover we need to listen to principals and understand their needs. We saw the impact the pandemic was having on schools, but we wanted to know how it was affecting principals’ day-to-day lives and what it meant for the profession going forward. The findings of this research will be a driving force in how NAESP supports its members and for the policy changes we’ll seek to reflect a changed profession.”

The study, funded by The Joyce Foundation and conducted by the American Institutes for Research, consisted of 36 focus groups that met between April and June 2021. The groups were a geographically representative sample of

NAESP membership, including 188 principals from 43 states.

The first brief of the series, *Leaders in the Tumult: Schooling Innovations and New Perspectives From a Year Interrupted*, was released today. In this report principals recount how their schools changed in 2020–2021 and reflect on which changes might endure. They anticipate that they will continue to use flexible staffing practices to hire and retain staff, including school nurses and school counselors; build partnerships with community and government agencies to help schools recover and strengthen mental health supports; and scale the use of remote instructional technology to supplement and extend learning. But principals also point to some ongoing challenges, such as future educator shortages due to low morale and early retirements, diversifying the teacher and principal pipeline, and healing fractured communities. [Download the brief and executive summary.](#)

The second brief in the LWNN series will examine the shifting priorities that confronted principals in 2020–2021, including addressing the mental health needs of students and staff, managing multiple crises simultaneously, and communicating with increasingly politicized communities during a time of ambiguity and uncertainty. It will further discuss how principals expect the ongoing impact of the pandemic and social justice efforts to change their work in the future as they refocus on curriculum, instruction, and assessment; equity and cultural responsiveness; school improvement; and professional capacity.

The third brief in the series will detail the policy actions that principals say are needed to address these new realities, help schools reset after the 2021–2022 school year, support students, and build better schools for the years to come. These actions include more funding for school mental health supports; investing in the educator workforce to address potential shortages; reformulating accountability metrics to assess how well schools are supporting the whole child;

ensuring that long-term school funding streams are in place to address ongoing social justice efforts and pandemic recovery; and updating principal preparation and professional learning so leaders are better prepared to manage change and uncertainty in the future. To download the first brief in the series, *Leaders in the Tumult*, go to www.naesp.org/LWNN.

—Dateline NAESP

NAESP Announces Dues Increase Effective July 1, 2022

This past year, in an effort to enhance and expand our services and staff capacity, the NAESP Board of Directors, upon a recommendation from the NAESP Membership Committee, approved an increase to our annual dues. This dues increase is crucial for our organization to continue to move forward. With this increase, NAESP will be able to improve and increase the services, products, benefits, and resources for all members.

Active from \$235 to \$259

Assistant Principal from \$195 to \$219

Institutional Active from \$280 to \$309

Institutional Subscription from \$150 to \$179

Associate from \$135 to \$169

Aspiring from \$80 to \$99

Emeritus from \$80 to \$99



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



Twitter Chats for Educators

#edchat

Tuesdays 12PM and 7PM EST

One of the first, longest-running, and largest educational chats on Twitter, this chat happens twice on Tuesdays. Discussed are a wide variety of topics related to education, with participants from all over the world.

#edtechchat

Mondays 8PM EST

Using tech in the classroom? This weekly chat focuses on education technology in its various forms.

#cpchat

Wednesdays 8PM EST

Connected principals (*the "cp" in cpcchat*) discussing topics relevant to school leadership and best practices in education. More information about #cpchat can be found at the [Connected Principals blog](#).

#pbischat

Tuesdays 9PM EST

For educators interested in best practices related to the PBIS framework.

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/>

New Research Highlights Increased Demands of the Principalship Due to Crises of 2020-2021

The National Association of Elementary School Principals (NAESP) and NAESP Foundation has released the second brief in the Leaders We Need Now (LWNN) research series titled *Evolution of the Principalship: Leaders Explain How the Profession Is Changing Through a Most Difficult Year*. The brief reveals that in 2020–2021, principals' work priorities shifted in response to the new challenges caused by the pandemic, and principals took on new responsibilities such as community-wide crisis management and social media communications. The research findings highlight principal burnout and concerns about an increasing number of principals considering leaving the

. The research has implications for the profession and the support school leaders will need going forward, including potentially reconfiguring the role and more specialization.

Utilizing the Professional Standards for Education Leaders (PSEL), researchers learned that certain priorities, such as engaging in frontline services (e.g., contact tracing, COVID-19 mitigation strategies, etc.) and providing social-emotional learning demanded more of principals' time during this period, while other priorities, such as equity, cultural responsiveness, and school improvement, were put on the "backburner." The research also illuminates how the pandemic and national reckoning with racial and social justice issues layered new responsibilities and de-

mands on principals that fundamentally changed their role.

The study, funded by The Joyce Foundation and conducted by the American Institutes for Research, consisted of 36 focus groups that met between April and June 2021. The groups were a geographically representative sample of NAESP membership, including 188 principals from 43 states.

To download the second brief in the series, *Evolution of the Principalship*, visit www.naesp.org/LWNN. You can also access the Leaders We Need Now executive summary and the first brief in the series, *Leaders in the Tumult*.

-Dateline NAESP



"A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better." -Jim Rohn



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 2022-2023. How often does someone offer you a free membership?

In order for you to take advantage of this offer, you must complete the membership application form and return to it via email by June 1, 2022. To join, please complete the membership application at www.kaespy.org. Email the application to kaespy@gmail.com or to ryoung@bellarmine.edu.

The membership application can be found on the KAESP website—www.kaespy.org

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!



Resources from KDE

School Climate Support for Schools

The Safe and Supportive Schools Branch acts as a resource for schools and districts regarding school safety, school mental health, suicide prevention, bullying prevention, substance abuse, human trafficking, child sex abuse and emergency operations and planning.

KDE offers a number of programs to address these issues. The [Youth Mental Health First Aid program](#) trains anyone who works with students to recognize trauma or signs of depression or mental health concerns. Training is open to all faculty and staff, including bus drivers, cafeteria workers and attendance clerks.

The [Positive Behavior Interventions and Supports \(PBIS\)](#) and [Interconnected Systems Framework \(ISF\)](#) includes a series of

trainings designed to improve discipline and school climate, and to reduce the number of restraints, seclusions and out-of-school suspensions..

Other programs, like [Sources of Strength](#) and [Olweus Bullying Prevention](#), focus on bullying and suicide prevention. Trainings for the well-being of educators also are offered, such as trauma-informed practices for educators, resilience strategies for educators, techniques for self-care and peer support.

If interested in participating in these programs, [email Regina Dawson](#) at KDE.

“A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent.”
—Douglas MacArthur

2022 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 Louisville, KY July 15–17. Yes, Louisville, KY!!! 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. This national conference in Kentucky will make it so affordable for all KY school Leaders. Keynoters include Simon Sinek and Inky Johnson.

Registration Link: <https://web.cvent.com/event/96333dca-2aac-48d9-b28d-1ce9b05b0b33/regProcessStep1>



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Principaled: Navigating the Leadership Learning Curve by Kate Barker, Kourtney Ferrua, and Rachel George



In *Principaled*, veteran principals Kate Barker, Kourtney Ferrua, and Rachael George draw back the curtain on their years of experience, revealing the strategies, mind-sets, and practices that have helped them flourish in their roles.

With humor, humility, and candor, the authors detail the key ingredients to finding balance as a school leader

Educational Equity: Minimizing the CRT Backlash



Making sure students are educated in an equitable matter is a critical duty of schools and the principals that lead them. In a recent NAESP Principal Podcast episode, hosts Adam Welcome and Dr. Rachael George talked with Oregon assistant principal and school board member (in a different district) David Jaimes to discuss the importance of equity and what it should mean for principals.

“I think one of the main reasons we’re seeing all of those tumultuous board meetings is because the board members don’t understand the fact that we’re not teaching critical race theory in our classrooms,” said Jaimes in the episode. “We are for equity. Equity means not giving everybody the same thing but instead giving them the tools they need to have equitable outcomes.”

How to Minimize the CRT Backlash

What Jaimes is seeing in his school district and as a school board member in another district has become a common occurrence in schools across the country. The primary falsehood being spread is that schools are teaching Critical Race Theory (CRT), an advanced academic concept taught in some law schools and colleges to explain persistent, stark racial inequities. The term CRT is being distorted and misused.

A [new brief](#) from the Learn From History Coalition, of which NAESP is a founding member, provides effective immediate steps school leaders can take to minimize distraction and disruption and keep the focus on your students and what they need.

Release a statement to the community as soon as possible and convene stakeholders and draft a joint statement. Include in the statement why you are communicating, state that your school doesn’t teach CRT, emphasize that student wellbeing and belonging is essential to academic achievement, and explain what *is* being taught. Then widely disseminate the statement, including via email, on your website and social media, and during school board meetings

Be prepared by establishing a response team and plan.

Principals should communicate with school staff about the possibility of harassment or complaints and how to respond, maintain open systems of communication with staff and parents, and establish procedures for responding to inquiries about curriculum and instruction. Be sure to review relevant curricula, equity initiatives, and professional learning that might be the target of

*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

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



misinformation and make publicly available short summaries of each, and closely monitor social media and intervene quickly to correct misinformation.

Reinforce the district’s mission, goals, values, and efforts to equip students to succeed in diverse workplaces, thrive in a diverse society, and create a better future. Make sure your mission statement and values are prominent on the school website and social media, post them at the entrance of your school building, and put them in every system-wide communication. Highlights efforts to educate students, either by educators or by students themselves, to oppose racism and recognize and respect the humanity of every person.

- Dateline NAESP



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Kentucky Association of Elementary School Principals

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