From the President

Dear Colleagues:

During our relaxing and restful spring break, it was great to spend time with my family, have fun, enjoy the sun, and reflect on all that I am thankful for. Hopefully, you were able to have some time relaxing and enjoying time with family and friends. I came back to Freeman renewed and ready to tackle the sprint to the finish line we all experience at the end of a school year. This year will be no different, and we will all finish strongly, positively, and courageously!

Our focus on the three “ships”—relationships, leadership, and partnerships may never be more important this year than during our sprint to the finish line. We are over three-quarters of the way through this school year, and our students, staff, parents, and community are counting on us to finish strong. They need us to finish strong.

Our strong finish will not be without challenges. For many of us, we are facing potential reductions, cuts, or the elimination of people and programs due to legislative decisions which have negatively impacted our operating budgets. Our worst fears of last year have now become a reality.

Our personal and professional learning environment, our own professional development, is still required and necessary to keep us sharp and on the cutting edge to help lead, protect, and guide our school districts.

Having been a WASA member for the past eight years, I’ve always appreciated what WASA has offered me. As your WASA President, I’ve been able to glean a new perspective on what and how WASA serves us all. Being able to phone a friend, access services, engage in professional learning, connect with colleagues at WASA events, or be in the know with “hot issues” has been extremely helpful again this year. The superintendency is a unique and challenging position. It is reassuring to know we have help, access, and resources through WASA to ensure we are serving our students, our staff, and our communities to the best of our abilities. It is also reassuring that even though the superintendency can be lonely, we are never alone. WASA is there for us!

I am hopeful you will join me in renewing your WASA membership for 2019–20 and staying engaged in the WASA professional learning opportunities. Our students and our school districts need us to continue to be our very best!

It has truly been an honor to serve you and let’s finish strong!

Sincerely,
Randy Russell
WASA Leaders Workshop 2019

On April 16, WASA leadership from around the state gathered in SeaTac for the 2019 WASA Leaders Workshop. The annual event is special as it is the only opportunity which includes collaboration time for the WASA Board, WASA President-elect candidates, Region Presidents and Presidents-elect, Component Chairs, and Standing Committee Chairs. During the day-long session, participants received a basic presentation of the WASA association structure, trends, and budget. An overview of 2018–19 WASA Goals, Action Steps, and Tasks were given by the WASA executive team. Attendees provided input for the 2019–20 WASA Goals and Action Steps which will guide WASA’s efforts during the coming year. In addition, time was set aside to allow region leaders planning time for 2019–20, with an opportunity to share ideas with others in attendance.

Incoming President-elect Krestin Bahr led this year’s planning event. President-elect Bahr shared her theme of “Common Ground” for the coming year and plans to continue the theme of “three” ships—relationships, leadership, and partnerships—set forth by current President Randy Russell. Leaders from AWSP, AESD, PESB, OSPI, REC, SBE, WASBO, and WSAC were invited to join attendees for lunch as an opportunity to build and strengthen relationships between organizations on behalf of the students of the state of Washington.

WASA staff will take the input provided during the day and create the proposed 2019–20 Goals and Action Steps for consideration of the WASA Board at their June meeting. Following the adoption of these goals, staff will then develop the tasks related to each goal and submit a completed plan to the Board for action at their October meeting. More information will be provided as this work continues to develop.
DR. JAKE DINGMAN  
Superintendent | Oakesdale School District

**EDUCATION**
- 2012  Superintendent Certification, Washington State University
- 2010  Doctorate of Education, Educational Leadership, University of Phoenix
- 2005  Master of Arts, Education Administration and Leadership, University of Phoenix
- 2002  Teacher in Residence, Teaching Certification, Metropolitan State College of Denver
- 2000  Bachelor of Arts, Major in History, Fort Lewis College

**PROFESSIONAL EXPERIENCE**
- 2014–Present  Superintendent/Principal, Oakesdale School District
- 2012–14  Superintendent, Oakesdale and Palouse School Districts
- 2008–12  Superintendent/Principal, Oakesdale School District
- 2007–08  Interim Superintendent, Clear Creek School District, Colorado
- 2007–07  Interim Principal, Carlson Elementary School, Clear Creek School District, Colorado (was also serving as district superintendent)
- 2005–07  Principal, Clear Creek Middle School, Colorado
- 2004–05  Geography Teacher, Drake Middle School, Jefferson County Schools, Colorado
- 2002–04  Social Studies Teacher, Clear Creek Middle School, Clear Creek School District, Colorado
- 2000–02  Substitute Teacher; Durango, Clear Creek, and Jefferson County School Districts, Colorado

**WASA SERVICE**
- 2019  WASA Small Schools Committee Chair
- 2018–Present  Region 101 Principal Component Chair
- 2014–15  WASA Superintendent’s Component Chair
- 2013–15  Region 101 Small Schools Component Chair
- 2012–16  Region 101 Superintendent Component Chair
- 2012–15  Board Member
- 2012–13  Region 101 President
- 2012  WASA Stable Funding Committee
- 2009–11  Region 101 Regional Awards Chair
- 2008–Present  Member

**OTHER PROFESSIONAL ACTIVITIES AND RECOGNITION**
- 2018–Present  Chair, Whitman County Superintendent’s Group (also 2016–2017; 2010–2012)
- 2015–Present  Northeast Washington Quality Schools Coalition, Member
- 2012–Present  NEWESD 101 Network Services Advisory Committee; Information Services Center Advisory Committee
- 2010–Present  NEWESD 101 Special Education Cooperative Advisory Committee
- 2008–Present  Association of Washington School Principals
- 2008–Present  Association for Supervision and Curriculum Development
- 2014–2016  President, Rural Education Center
- 2014–2016  Portland Corresponding Secretary
- 2015  Oakesdale City Council Member
- 2011–2014  WIAA Superintendent’s Advisory Council
- 2014  National Association of School Superintendents, Superintendent of the Year, Semi-Finalist
- 2011–2012  Chair, Whitman County Principals Association
- 2007–2008  Denver Area School Superintendents Council; Mountain Area School Superintendents, Colorado
- 2005–2008  Colorado Association of School Administrators

BRIAN L. TALBOTT  
Superintendent | Nine Mile Falls School District

**EDUCATION**
- 2002–04  Superintendent Cohort and Certification, Seattle Pacific University
- 1988–93  Bachelor of Arts, Major in Language Arts, Minor in Physical Education, Eastern Washington University

**PROFESSIONAL EXPERIENCES**
- 2008–Present  Superintendent, Nine Mile Falls School District #325–179
- 2000–05  Principal, White Pass Jr./Sr. High School
- 1995–90  Teacher, White Pass Jr./Sr. High School

**WASA SERVICE AND AWARDS**
- 2010–Present  NEWASA ESD 101 Executive Board Member
- 2017–18  NEWASA ESD 101 President
- 2012–17  WASA Legislation and Finance Committee
- 2012–14  WASA Board
- 2012–13  WASA Superintendent Component Chair
- 2010–15  WASA Representative to the Eastern Washington University PEAB
- 2016  WASA Student Achievement Leadership Award
- 2006  WASA Award of Merit
- 2000–Present  WASA Member

**OTHER PROFESSIONAL ACTIVITIES AND RECOGNITION**
- 2018–Present  Board Member, Junior Achievement Eastern WA/North ID
- 2016–Present  WIAA District 7 Superintendent Representative
- 2014–Present  Lake Spokane Chamber of Commerce
- 2011–Present  Board Chair, United Schools Insurance Program (Clear Risk Solutions)
- 2011–Present  NE Washington Information Service Center Advisory Committee
- 2009–Present  Member, K–12 Roundtable (Greater Spokane Incorporated)
- 2006–Present  Board Member, United Schools Insurance Program (Clear Risk Solutions)
- 2012–14  Co-Chair of the K–12 Roundtable (Greater Spokane Incorporated)
- 2010–11  President, Spokane County Superintendents
Did you know WASA offers the mentors of incoming superintendents an opportunity to participate in a Mentor Academy? For the past two years, the Academy has been facilitated by Mike Nelson, Superintendent, Enumclaw School District; Jeanne Harmon, retired from OSPI’s Office of Educator Effectiveness; Helene Paroff, Assistant Executive Director, Professional Learning; and Andy Wolf, Assistant Executive Director, Administrative Operations. The WASA Mentor Academy, while not mandatory in order to be a mentor, has provided support to those interested in participating.

With funding from OSPI and WASA, superintendents from across the state participated during the 2018–19 school year. WASA Mentor Academy members met for twelve hours over two days to hone their leadership and mentor skills. Each session was designed to address just-in-time needs of early career superintendents as well as the leadership skills necessary for effective mentoring. Academy members also benefited from sharing with and hearing from colleagues about approaches and strategies for addressing leadership challenges applicable to their context.

Specifically, the goals of the Mentor Academy are to:

- Create a cadre of skilled mentors available to support incoming superintendents across the state become effective systems leaders.
- Increase the ability of mentors and mentees to effectively use Washington’s eight leadership criteria in school leader supervision.
- Improve the ability of incoming superintendents to support the professional growth of all school-level leaders in the district.

Each session included text-based readings on leadership and group-learning strategies that participants could replicate or adapt. This year, featured titles included: *The Advantage* by Patrick Lencioni, *Wait, What?* by James E. Ryan, *Dare to Lead* by Brené Brown and *In the Best Interest of Students* by Kelly Gallagher.

Another section of the agenda during each session included strategies for fostering strategic thinking, enhancing Board effectiveness, and building coherence from your strategic plan to professional goals for staff and academic learning goals for students.

In addition, participants sharpened their ability to ask effective questions, structure learning-focused conversations, and guide early career superintendents towards leading and managing effective growth and evaluation practices.

Plans are underway for offering the WASA Mentor Academy in the upcoming year. All 2019–20 mentors will be invited to participate in Mentor Academy.

“I participated in the WASA Mentor Academy to give back. Much to my surprise, I continued to receive. Having benefited greatly from being paired with a mentor as a new superintendent, once I gained a few years of experience, I had a strong desire to return the favor. I eagerly enrolled in the WASA Mentor Academy to learn skills to assist new superintendents. I left each session with strategies I could use with my administrative team and school board. I developed professional relationships with other mentor superintendents from around the state, and the ideas I gained for working with my mentee has helped us to build a strong partnership. Again to my surprise, what I gained reached far beyond my role as a mentor.”

KIM FRY
Superintendent, Rochester School District

**UPLOAD YOUR MEMBERSHIP PHOTO!**

If you haven’t already, please help us keep our membership directory up to date by taking a moment to upload your photo to your WASA member profile page. If you have questions or need assistance, please contact Tricia McCosh at pmccosh@wasa-oly.org.
Superintendent of the Year

The Superintendent of the Year program is designed to recognize the outstanding leadership of active, frontline superintendents.

Application Process: May 1–October 1, 2019

To review the criteria for the various awards, visit the WASA website at bit.ly/2g3DV0W. More information will be included in future editions of Hotline.

WASA Board Minutes in Brief—April 15, 2019

The Board approved the following:


- Proposed 2019–20 Board of Directors Meeting Schedule.

Informational items included:

- Amicus Brief Presentation.

- Update on the WASA Budget.

- Report on WASA Messaging and Communications.


- 2019 WASA Leaders Workshop Agenda.

- Reports by Assistant Executive Directors on Professional Learning and Membership, Administrative Operations, and Government Relations.

- Reports by WASA Liaisons.

The next WASA Board of Directors meeting is June 29, 2019, in conjunction with the WASA/AWSP Summer Conference at the Grand Hotel in Spokane.

AASA Women in School Leadership Awards

The AASA Women in School Leadership Award program is designed to recognize the exceptional leadership of active, front-line female leaders who are making a difference in the lives of students every day. Three awards are available—Superintendent Award, Central Office/Principal Award, and The School Driven Leadership Award. Applicants are judged on the following criteria—Leadership for Learning, Communication, Professionalism, and Community Involvement. Applications must be submitted online at www.aasa.org/WomensLeadership.aspx by October 11, 2019. Finalists will be announced November 18, 2019. Winners will be announced on February 14, 2020, at the AASA National Conference. For more information visit www.aasa.org/WomensLeadership.aspx.

AASA Educational Administration Scholarships

AASA's Educational Administration Scholarships were created in 1949 to provide incentive, honor, and financial assistance to outstanding graduate students in school administration who intend to make the school superintendency a career. Seven top graduate students in educational administration will receive a scholarship from AASA. The scholarships are given in honor of AASA’s former executive directors. To review the eligibility information and FAQ visit bit.ly/2CkFofI. Applications are available on the AASA website. The deadline to submit an application is September 30, 2019.

Do you know someone who wants to join WASA? Tell them to visit online and sign up today!
Event Calendar

**2019 WASA WOMEN IN LEADERSHIP CONFERENCE**
May 4 | Campbell's Resort, Chelan
Register now at [www.wasa-oly.org/WIL19](http://www.wasa-oly.org/WIL19).

**2019 WASA SUPERINTENDENT CONFERENCE**
May 5–7 | Campbell's Resort, Chelan
Register now at [www.wasa-oly.org/Supt19](http://www.wasa-oly.org/Supt19).

**2019 WASA BUDGET AND BARGAINING COMMUNICATIONS REGIONAL WORKSHOP**
May 14 | Capital Region ESD 113
Register now at [www.wasa-oly.org/Comm19](http://www.wasa-oly.org/Comm19).

**2019 WASA BUDGET AND BARGAINING COMMUNICATIONS REGIONAL WORKSHOP**
May 20 | NEWESD 101
Register now at [www.wasa-oly.org/Comm19](http://www.wasa-oly.org/Comm19).

**2019 WASA/BUDGET AND BARGAINING COMMUNICATIONS REGIONAL WORKSHOP**
May 29 | ESD 105
Register now at [www.wasa-oly.org/Comm19](http://www.wasa-oly.org/Comm19).

**2019 WASA/WSSDA/AWSP EQUITY CONFERENCE**
May 22 | DoubleTree by Hilton, SeaTac
Register now at [www.wasa-oly.org/Equity19](http://www.wasa-oly.org/Equity19).

**2019 WASA BUDGET AND BARGAINING COMMUNICATIONS REGIONAL WORKSHOP**
May 29 | ESD 105
Register now at [www.wasa-oly.org/Comm19](http://www.wasa-oly.org/Comm19).

**2019 WASA/AWSP SUMMER CONFERENCE**
June 30–July 2 | Spokane Convention Center, Spokane
Register now at [www.wasa-oly.org/Summer19](http://www.wasa-oly.org/Summer19).

**2019 WASA INCOMING SUPERINTENDENT CONFERENCE**
July 22–23 | DoubleTree by Hilton, Olympia
Register now at [www.wasa-oly.org/Incoming19](http://www.wasa-oly.org/Incoming19).

**2019 WASA/OSPI SPECIAL EDUCATION CONFERENCE**
August 1–2 | Hotel Murano, Tacoma
Registration opens May 23 at [www.wasa-oly.org/SPED19](http://www.wasa-oly.org/SPED19).

**2019 WASA FALL CONFERENCE**
October 8 | Four Points by Sheraton Seattle Airport South
Click here to view the 2019–20 Event Calendar

Become a WASA Retired/Life Member

As some of you prepare to retire, not only does WASA wish you the very best, we also hope you will become a Retired/Life member.

Previously active WASA members with service in Washington State qualify for Retired/Life membership. Membership provides the opportunity to network with others and stay involved in educational issues. Although Retired/Life members do not have voting privileges, they receive WASA publications and may attend most WASA conferences at a reduced or complimentary rate.

Dues are a one-time fee of $125.

Complete the membership application by visiting our website at [bit.ly/1NEaFfC](http://bit.ly/1NEaFfC).

2020 State of the Superintendency Survey

AASA, The School Superintendents Association, just launched its decennial superintendent pipeline study, an effort to detail the demographics, trends, and experiences of the nation’s public school superintendents. You should have received an invitation to the survey from them. In support of this important research and in case you did NOT receive the invitation to the survey, here is the link: [survey.k12insight.com/r/6g27yv](https://survey.k12insight.com/r/6g27yv). We encourage you to take the time to complete the survey in its entirety before the May 24, 2019, closing date. You can direct any questions to AASA policy analyst Chris Rogers at [crogers@aasa.org](mailto:crogers@aasa.org).

New Video Showcases Successful Personalized Learning Effort in Manson

Internships in nursing, aviation, and criminal investigation are just a few of the opportunities Manson High School students are pursuing to get ready for their futures. Watch this North Central Washington district’s story of developing a personalized pathways initiative that supports every student in reaching their education and career goals. The superintendent, teachers, and students offer insights about how the program got started and why it is working. [Watch the video here](#).
PRECONFERENCE WORKSHOPS

SATURDAY, JUNE 29–SUNDAY, JUNE 30 | 9 A.M.–4 P.M. | $75 | 13 CLOCK HOURS AND LUNCH PROVIDED
TPEP Stage I Required Trainings
Two-day TPEP Stage I required trainings (CEL, Marzano, and Danielson Instructional Frameworks; and AWSP Leadership Framework). These sessions are partially funded by framework training dollars. Attendance is required on both days to meet the state requirement.

SATURDAY, JUNE 29–SUNDAY, JUNE 30 | 9 A.M.–4 P.M. | $75 | 13 CLOCK HOURS AND LUNCH PROVIDED
Elevating Professional Practice Through Focused Conversations
To quote former U.S. Secretary of Education John King, “If teacher evaluation feels like a ‘gotcha’ system, it won’t work.” Teachers deserve support, encouragement, honest feedback, and coaching. Why not make the focus of evaluation on the conversation? In this two-day preconference, we will work together to improve supervisor skill level in identifying strength areas, promoting teacher reflection, and coaching teachers to improve instructional practice. Isn’t that why we all got into school leadership to begin with?

SUNDAY, JUNE 30 | 9 A.M.–4 P.M. | $225 | 6.5 CLOCK HOURS AND LUNCH PROVIDED
A Systems Approach to Supporting Student Success and Teacher Efficacy
High-performing schools in Washington State are implementing systems of supports that utilize existing resources in an intentional and coordinated manner. This process is grounded in using data to inform leaders in their planning process that create academic/social-emotional/attendance supports to improve student success and increase teacher efficacy. Participants will learn more about the underlying coordinated change frameworks and implementation resources that will assist in their continuous improvement efforts. Representative leaders from elementary and secondary schools will share lessons learned and specific strategies.

SUNDAY, JUNE 30 | 9 A.M.–4 P.M. | $225 | 6.5 CLOCK HOURS AND LUNCH PROVIDED
One School’s Journey Through Restorative Practices
Participants will receive a foundational understanding of Restorative Practices. They will learn the steps of implementation and be able to learn first-hand the journey we have taken to implement over the last two years. Participants will walk away with resources for setting the stage and shifting the culture to support equitable discipline practices. Administrators will be able to facilitate the essential elements along the Restorative Practices continuum to support their journey. Leaders should leave feeling confident to begin the first steps in becoming restorative and have a roadmap of where they need to continue their work to make a sustainable shift in practices. This engaging full-day offering will increase participants’ understanding of the prevalence of trauma and its impact on learning and development. Attendees will learn about the CLEAR Trauma Center’s work being done collaboratively and extensively in schools across the country. As a district or building administrator, strategies for creating and supporting learning-ready environments for all students will be explored.

For more details and to register, visit www.wasa-oly.org/Summer19.
Budget and Bargaining Communications
ENGAGING YOUR COMMUNITY YEAR-ROUND, DURING NEGOTIATIONS, AND IN THE MIDST OF A STRIKE

The public school landscape has changed in the wake of McCleary. As a result, school districts need to communicate differently—and more often—to a wider array of audiences. Administrators need year-round strategies for engaging their communities around budget and bargaining issues and must also be prepared to shift gears in the event of a strike. This session offers strategies for talking with your community about the practical—but important—aspects of school operations, with a focus on bargaining challenges from the routine to the extreme.

District teams, including employees involved in internal and external communications tasks, are encouraged to participate. Participation from districts with 6,000 or fewer FTE is strongly recommended.

Attendees will leave with a toolkit designed by WASA to enhance their district’s communication efforts.

Workshops will be offered at the following ESDs, 9:30–11:30 a.m.
- Capital Region ESD 113: May 14
- NEWESD 101: May 20
- ESD 105: May 29

Registration is $60 per person and clock hours are included.

Act now, space is limited. Register now at www.wasa-oly.org/Comm19.
WASA/OSPI SPECIAL EDUCATION CONFERENCE
AUGUST 1–2, 2019 | HOTEL MURANO, TACOMA

New Director Preconference: July 31

DAN HABIB
Filmmaker, University of New Hampshire’s Institute on Disability

KATIE NOVAK, ED.D.
Education Consultant, President, Novak Educational Consulting; Author

Registration opens May 23 at www.wasa-oly.org/SPED19.
### Region Events—May & June

Many WASA regions conduct monthly gatherings and/or provide activity reports in conjunction with ESD meetings (not listed below).

<table>
<thead>
<tr>
<th>Region</th>
<th>Date/Time</th>
<th>Event Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REGION 101</strong></td>
<td>May 16, 8:30 a.m.–12 p.m.</td>
<td>President—Kyle Rydell&lt;br&gt;NewESD 101, Spokane</td>
</tr>
<tr>
<td><strong>REGION 105</strong></td>
<td>May 2, 5:30–8:30 p.m.; May 16, 8–11:30 a.m.</td>
<td>President—Henry Strom&lt;br&gt;Awards Luncheon, Howard Johnson, Yakima&lt;br&gt;Topic: Superintendent of Public Instruction—Chris Reykdal, Yakima</td>
</tr>
<tr>
<td><strong>REGION 108</strong></td>
<td>May 10, 12 p.m.</td>
<td>President—Mark Wenzel&lt;br&gt;ESD 189, Anacortes</td>
</tr>
<tr>
<td><strong>REGION 109</strong></td>
<td>May 9, 11:30 a.m.–2 p.m.</td>
<td>President—Ken Collins&lt;br&gt;Awards Luncheon, Everett Golf &amp; Country Club, Everett</td>
</tr>
<tr>
<td><strong>REGION 110</strong></td>
<td>May 17, 12–1:30 p.m.</td>
<td>President—Rebecca Miner&lt;br&gt;Award Ceremony, PSESD, Renton</td>
</tr>
<tr>
<td><strong>REGION 111</strong></td>
<td>May 3, 7:30–8:30 a.m.; May 17, 7:30–8:30 a.m.</td>
<td>President—John Hellwich&lt;br&gt;Awards/Scholarships, Fife School District Admin Center, Fife&lt;br&gt;Elections, Fife School District Admin Center, Fife</td>
</tr>
<tr>
<td><strong>REGION 112</strong></td>
<td>May 17, 9–10:15 a.m.; May 17, 10:30 a.m.–12 p.m.</td>
<td>President—Nathan McCann&lt;br&gt;Award Ceremony, ESD 112, Vancouver&lt;br&gt;Region Meeting, ESD112, Vancouver</td>
</tr>
<tr>
<td><strong>REGION 113</strong></td>
<td>May 29, 2–4:30 p.m.; May 29, 5:30–8 p.m.</td>
<td>President—Jeff Davis&lt;br&gt;Superintendents Meeting, ESD 113, Tumwater&lt;br&gt;Recognition Banquet, ESD 113, Tumwater</td>
</tr>
<tr>
<td><strong>REGION 114</strong></td>
<td>May 31, 9 a.m.–12 p.m.</td>
<td>President—Aaron Leavell&lt;br&gt;General Member Meeting, ESD 114, Room 202, Bremerton</td>
</tr>
<tr>
<td><strong>REGION 123</strong></td>
<td>May 9, 12–3 p.m.; June 13, 5:30–8 p.m.</td>
<td>President—Wade Smith&lt;br&gt;SAC Meeting, ESD 123, Pasco&lt;br&gt;Awards Banquet, Meadow Springs Country Club, Richland</td>
</tr>
<tr>
<td><strong>REGION 171</strong></td>
<td>May 16, 11:30 a.m.–1 p.m.</td>
<td>President—Steve McCullough&lt;br&gt;WASA Awards/Honor of Retirees, Pybus Market, Wenatchee</td>
</tr>
</tbody>
</table>

### Contact WASA

**GENERAL INFORMATION**
360.943.5717 / 800.859.9272

**EXECUTIVE OFFICE**
360.489.3641 / 360.352.6873 (fax)
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- Shari Parsons, Executive Assistant<br>sparsons@wasa-oly.org
- Rachel Paquet, Office Assistant/Receptionist<br>rpaquet@wasa-oly.org

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- Sheila Chard, Administrative Assistant<br>schard@wasa-oly.org

**PROFESSIONAL LEARNING & MEMBERSHIP SERVICES**
360.489.3640 / 360.352.6873 (fax)
- Helene Paroff, Assistant Executive Director<br>hparoff@wasa-oly.org
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- Lisa Gehman, Professional Learning/Membership Assistant<br>lgehman@wasa-oly.org
- Tricia McCosh, Communications<br>pmccosh@wasa-oly.org

**ACCOUNTING**
360.489.3643 / 360.352.6873 (fax)
- Eve Johnson, Accountant<br>ejohnson@wasa-oly.org

**ADMINISTRATIVE OPERATIONS**
360.489.3646
- Andy Wolf, Assistant Executive Director<br.awolf@wasa-oly.org

**2018–19 WASA OFFICERS**
- President: Randy Russell, Freeman
- President-elect: Krestin Bahr, Eatonville
- Past President: Steve Webb, Vancouver
- Secretary: Vicki Bates, Auburn
- Treasurer: Corine Pennington, Puyallup