From the Executive Director

Friends and Colleagues,

For educators, the month of August provides a shot of energy that is uniquely different from other professions. There is nothing quite like this point in time, as staff return with an eye on the start of a new school year. As leaders in your respective school districts, you have already invested a great deal of time, energy, and thinking to ensure that the system and the individuals within it are set up for success. This is supremely important because we know that the success of our students is in large part dependent upon the talent and proficiency of the adults throughout the system.

Your leadership matters. Through your words, actions, and expectations, a culture of respect and excellence can be achieved. You are uniquely positioned to build a culture where mutual respect is deep-rooted, and adults are expected to chase excellence every day. You have the responsibility to ensure that they have the necessary supports to be great; whether it is in response to their emotional, inspirational, technical, or interpersonal needs.

Your leadership matters. While you work in collaboration with others to set vision and priorities, it is you who is best positioned to inspire people and mobilize them to pursue that vision and achieve those priorities.

Your leadership matters. You have the responsibility to inspire hope. The work of educating children and young people is not all rainbows and unicorns. The challenges and pressures of the work are, at times, immense. In their leaders, people look for honesty and hope. No matter the situation or challenge, providing an honest assessment of current reality, and assurances that “we will find a way through,” is key to leading today’s school districts.

Your leadership matters. Collectively, WASA members lead school districts that serve over 1.1 million students. You have been presented with a gift—the opportunity and responsibility to ensure that every one of those students is positioned for a bright future.

At this time of year, many school leaders refocus the staff by asking them to reflect on why they became a teacher. Like them, you got into this great profession because you wanted to make a difference for kids. Subsequently, you pursued career tracks that expanded your scope of influence—on adults, for kids. What an awesome responsibility this is. What a great opportunity this is.

Let me reiterate that WASA stands ready to support you in this important endeavor. We appreciate the complexity of your work, and the formidable challenges you face each day. We respect you and admire the quality of work you are leading in school districts across the entire state. And like you, we take this responsibility seriously and appreciate the opportunity to serve the students enrolled in Washington’s public schools.

As you re-engage with staff in the weeks to come, I have no doubt you will provide the leadership necessary to set the stage for a positive, productive, and student-focused beginning to the 2019–20 school year. And the best part is, the students attending your schools will be the beneficiaries of those efforts. It just doesn’t get any better than that, folks.

Respectfully,

Joel Aune

WASA Executive Director

AUGUST 2019
WASA President-elect Campaign

WASA’s 2019–20 President-elect ballots were emailed to all active WASA members on August 1. Candidates are Jake Dingman, Superintendent, Oakesdale School District; and Brian Talbott, Superintendent, Nine Mile Falls School District. The deadline to cast your vote is Tuesday, August 13 by 5 p.m. To view the candidates’ speeches from the 2019 WASA /AWSP Summer Conference and read their brochures, visit the following link: http://bit.ly/2YfysfN.

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 www.bit.ly/2CkFofI. Applications are available on the AASA website. The deadline to submit an application is September 30, 2019.

2020 Washington Superintendent of the Year (SOY)

The 2020 Washington Superintendent of the Year process is underway. The online application is located on the AASA website at soy.aasa.org. To be considered for Washington’s SOY process, the deadline to apply is October 1, 2019. A panel of WASA judges will then determine Washington’s SOY for 2020. The selected candidate for Washington State will be submitted to AASA to be considered for the 2020 AASA National Superintendent of the Year, which will be announced at the 2020 AASA National Conference on Education, February 13–15, 2020, at the San Diego Convention Center, San Diego, California. Please consider applying or encouraging a worthy candidate to apply for Washington’s 2020 Superintendent of the Year. For information on the Superintendent of the Year program and process, go to soy.aasa.org. For questions on Washington’s SOY process, contact Shari Parsons at sparsons@wasa-oly.org or 360.943.5717.

AASA President-elect Campaign

Be sure to follow us on Facebook and Twitter for information on upcoming conferences and workshops, legislative news and updates, and school news.
Just as districts around the state are asked for staff and student demographics, WASA often receives requests regarding our members’ gender, race, and ethnicity. This information is helpful when specific invitations are made for members to serve on committees, task forces, or workgroups. In addition, we are also asked for a mix of geographic area (east/west) and/or size of district (small to large) as needed. Please take a moment to update your membership profile to assist us in appropriately responding to the requests we receive. Go to WASA’s website at www.wasa-oly.org to log in/My WASA Profile/Update.
Did you know that WASA offers those superintendents in their first through third year an opportunity to participate in an Early Career Superintendent Academy? During the 2018–19 school year, the Academy was facilitated by Mike Nelson, Superintendent, Enumclaw School District; Jeanne Harmon, retired from OSPI’s Office of Educator Effectiveness; Helene Paroff, WASA Assistant Executive Director, Professional Learning; and Andy Wolf, WASA Assistant Executive Director, Administrative Operations. The WASA Early Career Superintendent Academy, while not mandatory, provided support to those interested in participating.

With funding from OSPI’s Office of Educator Effectiveness and backing from WASA’s Board of Directors, over 20 superintendents in years one through three participated during the last school year. Academy members met formally for fourteen hours, both face-to-face and by Zoom, to hone their leadership skills.

The Early Career Superintendent Academy was designed around these fundamental concepts:

- Early career superintendents can benefit from a relationship with a skilled mentor and/or their colleagues.
- District and building leaders will be served more effectively by increasing the skill and knowledge base of early career superintendents.
- Professional growth will occur by sharing effective practices.

WASA’s commitment was to:

- Support early career superintendents and mentors to become strong evaluators of principals and other leaders within their system.
- Improve the ability of early career superintendents to support the professional growth of all school-level leaders in the district.
- Increase the ability of early career superintendents to effectively use Washington’s eight leadership criteria in school leader supervision.

Each session included activities that assisted the early career superintendent to:

- Lead with authenticity.
- Expand capacity in their leadership team, with a specific focus on evaluation.
- Build strong relationships with a variety of stakeholders.
- Prioritize, strategize, and plan.

Sessions included text-based readings on leadership and group-learning strategies that participants could replicate or adapt “back at home.” Other portions of the agenda during each session included strategies for fostering strategic thinking, enhancing Board effectiveness, and building coherence from their strategic plan to professional goals for staff and academic learning goals for students. The Zoom meetings allowed participants and facilitators to address emerging issues. Most importantly, the Academy served to connect early career superintendents from across the state in building collegial networks.

A comment from one of the participants indicated the importance of the Academy work, “My awareness was enhanced and I’m even more excited to build a bridge of coherence and alignment between all frameworks to support increased student learning.” Another comment, describing the benefit of the Academy, was, “The sessions helped me build my leadership moves toolbox, and to increase my capacity to support instructional leadership in my district.”

Plans are underway to offer the WASA Early Career Superintendent Academy during the 2019–20 year. In the near future, superintendents in their first through third year in the role will be invited to participate.

“I found the Academy to be extremely helpful for four key reasons. First, it provided me with different lenses through which to examine my leadership practice. Second, the mentors provided me with valuable ideas and tools that I was able to integrate immediately into my work. Third, I felt less alone as a new superintendent, knowing that other new leaders were experiencing similar issues and questions as me. And finally, I feel like I now have a greatly expanded network of colleagues and friends after our time together in the Academy. If you are an early career superintendent, you will find the learning and collegiality invaluable!”

DR. LAURYNN EVANS
Superintendent, North Kitsap School District

“The Early Career Superintendent Academy has been instrumental and essential in my first year as a superintendent. The WASA Academy leaders facilitated key content learning, effective practices, and the development of a strong networking team. I can’t say enough about how incredibly important the WASA Academy has been for my growth and learning. I was energized, informed, inspired, and supported throughout my entire school year.”

MARY BETH TACK
Superintendent, Kelso School District
Welcome new members

David Glasier, Aberdeen SD
Benjamin Atkinson, Auburn SD
Tiffany Bucci, Auburn SD
Geoffrey Lawson, Auburn SD
Gavin Lees, Auburn SD
Kristen Rife, Auburn SD
Scott Weide, Auburn SD
Diane De Backer, Seattle PS
Michael Michaud, Battle Ground SD
Michelle Reinhardt, Battle Ground SD
Tom Adams, Battle Ground SD
Jay Jordan, Bellingham PS
Kristi Dominguez, Bellingham PS
Eddie Morales, Bridgeport SD
Todd Setterlund, Burlington-Edison SD
Valori Smith, Burlington-Edison SD
Jennifer Whitney, Burlington-Edison SD
Tracey Beckendorf-Edou, Cascade SD
Ryan Greene, Castle Rock SD
Eric Brewer, Central Valley SD
Erin Prince, Central Kitsap SD
Tabitha Whiting, Centralia SD
Tom Arlt, Cheney PS
Troy Whittle, Clarkston SD
Lori McStay, Clover Park SD
Rick Ring, Clover Park SD
Sarah Larson, Clover Park SD
Mikena Wemple, Clover Park SD
Meghan Eakin, Clover Park SD
Christie Nelson, Clover Park SD
Ron Banner, Clover Park SD
Robert Baumgartner, Edmonds SD
Geraldine Garton, Enumclaw SD
Ian Saltzman, Everett PS
Anne Arnold, Everett PS
Mike Merlino, Evergreen PS - Vancouver
Melissa Spencer, Federal Way PS
Pam Tuggle, Federal Way PS
Jennifer Westover, Federal Way PS
Joe Kosty, Federal Way PS
Chris Carter, Federal Way PS
Joshua Goodman, Fife PS
Josh Middleton, Granite Falls SD
Steven Marshall, Hockinson SD
Alaina Sivadasan, Issaquah SD
Amanda Dorey, Issaquah SD
Lori Butler, Kennewick SD
Robert Phillips, Kennewick SD
Jennifer Allen, Kennewick SD
Peter Rosenkranz, La Center SD
Brett Baum, Liberty SD
Jodi Runyon, Marysville SD
Shawn Woodward, Mead SD
Tawni Barlow, Medical Lake SD
Aaron Jacoby, Meridian SD
Jordan Royle, Morton SD
William Connolly, Moses Lake SD
Gerry Ebalaroza-Tunnel, Mukilteo SD
Robert Bowman, Naches Valley SD
Craig Barry, North Kitsap SD
Michael Tolley, Northshore SD
Elizabeth Ritz, Oak Harbor PS
Jessica Swift, Oakville SD
Anna Winney, Olympic ESD 114
Toni Neidhold, Pasco SD
Monica Burnett, Paterson SD
Lisa Rodside, Peninsula SD
Lisa Reaugh, Peninsula SD
John Widmann, Puyallup SD
Heather McMullen, Puyallup SD
Nancy Strobel, Puyallup SD
Alicen Gaytley, Quincy SD
Kevin Young, Republic SD
Ryan Beard, Richland SD
Clinton Sherman, Richland SD
Jolynn Berge, Seattle PS
Stephanie Andler, Selah SD
Allison MacGregor, Shoreline SD
Fred Maiocco, Snoqualmie Valley SD
Franklin Day, Spokane PS
Sandra Ortiz, Sunnyside SD
Shallae Hobbs, Tacoma PS
Sarah Del Toro, Kennewick SD
Robert Elizondo, Touchet SD
Crystal Lanz, Trout Lake SD
Becky Owens, University Place SD
Julie Perron, Walla Walla PS
Garry Cameron, Winlock SD
Ellen Cavanaugh, Yelm CS

Welcome and Congratulations to All Incoming Superintendents

Christopher Clark, Boistfort SD
Jessie Sprouse, Carbonado SD
Tracey Beckendorf-Edou, Cascade SD
Ryan Greene, Castle Rock SD
Erik Prince, Central Kitsap SD
Thaynan Knowlton, Clarkston SD
Michelle Kuss-Cybula, Cle Elum-Roslyn SD
Ron Banner, Clover Park SD
James Fry, College Place SD
Michael Farmer, Dieringer SD
Timothy Payne, Ephrata SD
Ian Saltzman, Everett PS
Mike Merlino, Evergreen PS - Vancouver
Ellen Percint, Goldendale SD
Josh Middleton, Granite Falls SD
Steven Marshall, Hockinson SD
Nikki Cannon, Hood Canal SD
Gregg Taylor, Klahotus SD
Michael Olsen, Kettle Falls SD
Mike Nollan, Kittitas SD
Brian Freeman, Kittitas SD
Keith Samplawski, Lake Quinault SD
Scott Peacock, Lakewood SD
Brett Baum, Liberty SD
Matt Mallery, Mary M. Knight SD
Shawn Woodward, Mead SD
Robert Bowman, Naches Valley SD
Amy Huntley, Ocean Beach SD
Heather Sweet, Ocosta SD
Monica Burnett, Paterson SD
Kevin Young, Republic SD
Robert Clark, Sequim SD
Tim Winter, South Kitsap SD
Robert Elizondo, Touchet SD
Bob Garrett, Toutle Lake SD
Crystal Lanz, Trout Lake SD
Lester Herndon, Tukwila SD
Sean Dotson, Tumwater SD
Mark Pickel, Waitsburg SD
Kelly Garza, Wapato SD
Paul Gordon, Wenatchee SD
Garry Cameron, Winlock SD
Trevor Greene, Yakima SD

Do you know someone who wants to join WASA? Tell them to visit online and sign up today!
Spotlight on a WASA Diamond-Level Sponsor:

As the largest full-service investment firm headquartered in the Pacific Northwest, employee-owned D.A. Davidson & Co. has a strong commitment to helping school districts throughout Washington develop and modernize robust public education facilities. With their customized, client-focused approach, Davidson’s education finance professionals in Seattle and Spokane are a go-to resource for school administrators. Their clients range in size from rural one-room schoolhouses to major metropolitan districts. D.A. Davidson ranks as the No. 1 underwriter of Washington school district bond issues over the last decade, according to Thomson Reuters, underwriting over $6.4 billion of bonds.

The school finance team leaders, Jon Gores, David Trageser, and Cory Plager, are backed by experienced professionals who specialize in Washington local government finance. D.A. Davidson serves as bond underwriter and financial advisor to clients across the state, supporting school districts throughout the financing process, starting from the beginning planning stages through levy certification, continuing disclosure, and credit rating surveillance.

At D.A. Davidson, they develop and execute long-range financial plans, inform strategic planning for bond elections, devise and implement bond rating strategies, monitor existing debt for refinancing opportunities, and demystify tax rates and property taxes for boards and community stakeholders. The D.A. Davidson team offers uniquely relevant service, with firsthand experience in facilities planning and capital funding from a school district perspective. D.A. Davidson’s team appreciates the key directives and demands facing their clients as they navigate the complexities of capital financing.

Their company is employee-owned, promoting accountability and allowing D.A. Davidson to empower its associates to do what is best for clients. Throughout the firm’s 83-year history, D.A. Davidson has been committed to educational philanthropy and supporting student financial literacy.

D.A. Davidson further supports the work of school district leaders by sponsoring WASA, the Barbara Mertens Legacy Award, and the Superintendent of the Year Award.

For more information, please visit www.dadavidson.com.

2019 Statewide Award Recipients

The 2019 WASA Honorary Awards luncheon, held in conjunction with the WASA/AWSP Summer Conference in Spokane, honored the following statewide recipients:

**WASA Leadership Award**
Dr. Randy Russell, Superintendent, Freeman School District

**Service to WASA Award**
Mike Colbrese, Executive Director, WIAA

**D.A. Davidson Barbara Mertens Legacy Award**
Amy Bragdon, Hagan Foundation

**Golden Gavel Award**
Dr. Gene Sharratt, Executive Director, OSPI/AESD Network

**Piper Jaffray Dr. Doyle E. Winter Scholarship for Administrative Leadership in Education**
Amy McLaughlin, Finley School District

**PEMCO Robert J. Handy Most Effective Administrator Awards**
SMALL DISTRICT: Chad Prewitt, Principal, Davenport School District

MEDIUM DISTRICT: Dr. Ken Russell, Superintendent, Riverside School District

LARGE DISTRICT: Janel Keating Hambly, Superintendent, White River School District

Photos from the awards ceremony can be viewed online: https://www.flickr.com/gp/144608548@N06/Q39K42.

Upcoming Awards & Scholarships

**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.

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.
School Information and Research Service (SIRS): The Reliable Information Network

To find out more about the benefits of becoming a SIRS member district, click here.

SIRS is a nonprofit organization that provides data and information on school organization, administration, operation, finance, and instruction to specifically meet the needs of superintendents, central office administrators, principals, and school board members. SIRS contracts with WASA for management services. Andy Wolf, WASA’s Assistant Executive Director for Administrative Services, serves as the SIRS Executive Director.

SIRS produces Leadership Information, the Legislative Handbook, and the SIRS Salary Survey Report, in addition to occasional special reports like the Ample School Funding Project.

Leadership Information

Leadership Information (LI) is a series of monthly and quarterly articles that will help to shape and inform your educational leadership practice. These articles contain relevant school information research on the best practices being utilized in today’s educational setting.

SIRS has partnered with the Hanover Research institute to provide this service to our members.

SIRS Legislative Handbook

SIRS Legislative Handbook is an annual guide to the Washington State Legislature. It provides school administrators and professional associations with information about our state government including directories, website links and email addresses, legislative maps, and much more. The handbook is a valuable tool for participating effectively in the legislative process. It is also an excellent addition for social studies classrooms and school libraries. The handbook is available online to SIRS members and can be downloaded and distributed to your staff.

2019–20 WASA Region Presidents

<table>
<thead>
<tr>
<th>Region</th>
<th>President</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Rob Roettger, Cheney Public Schools</td>
</tr>
<tr>
<td>105</td>
<td>Roger Trail, Royal School District</td>
</tr>
<tr>
<td>108</td>
<td>Whitney Meisner, La Conner School District</td>
</tr>
<tr>
<td>109</td>
<td>Daniel Lee, Lakewood School District</td>
</tr>
<tr>
<td>110</td>
<td>Donna Colosky, Mercer Island School District</td>
</tr>
<tr>
<td>111</td>
<td>Marci Shepard, Orting School District</td>
</tr>
<tr>
<td>112</td>
<td>Mark Ross, Battle Ground School District</td>
</tr>
<tr>
<td>113</td>
<td>Jeff Davis, Onalaska School District</td>
</tr>
<tr>
<td>114</td>
<td>Diane Reaume, Quillayute Valley School District</td>
</tr>
<tr>
<td>123</td>
<td>Wade Smith, Walla Walla Public Schools</td>
</tr>
<tr>
<td>171</td>
<td>Barry DePaoli, Lake Chelan School District</td>
</tr>
</tbody>
</table>

WASA Board Minutes in Brief—June 29, 2019

The Board approved the following:

- Consent Calendar
  - June 2019 Membership Report
  - April 19, 2019, Board Meeting Minutes
  - April 2019 Financials
  - 2019 Winter Conference: Legal Issues
  - 2019 WASA Superintendent Conference
  - 2019 Women in Leadership Conference
  - Standing Committee Responsibilities

- 2019–20 WASA Goals and Actions
- 2020 WASA Legislative Platform Planks
- Election of the WASA Secretary for 2019–20
- Appointment of WASA Board Liaison: PESB

The Executive Director’s Report included:

- 2019 WASA Honorary Awards Recipients
- Gallagher Howard M. Coble Scholarship for Under-Represented Educational Leaders
- 2018–19 WASA Goals, Action Steps, and Tasks
- WASA Facilities
- Investment Policy 2018–19 WASA Legal Defense Expenditures

Presentations/Discussion Items included:

- Board of Tellers to Certify the WASA President-elect Election
- 2019–20 Preliminary Budget

Also, the WASA Assistant Executives provided reports on:

- ERNN
- Management Reviews
- SIRS
- Superintendent Mentor Programs
- Legislative Update
- Legislative and Finance Committee
- Pension and Health Benefits Update
- Professional Learning Conferences and Workshops
- Academies
- WSLA

The next WASA Board meeting is October 7, 2019, and is held in conjunction with the WASA Fall Conference at the Four Points by Sheraton Seattle Airport South from 3–5 p.m.

2020 AASA National Conference on Education

## Region Events—September
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>President</th>
<th>September Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Rob Roettger</td>
<td>Sept. 19, 8:30 a.m.–12 p.m. NEWESD 101, Talbott Event Center, Spokane; Lunch and Learn Sessions, 12–1:30 p.m.</td>
</tr>
<tr>
<td>105</td>
<td>Roger Trail</td>
<td>Sept. 19, 8:30–11:45 a.m. ESD 105, Yakima</td>
</tr>
<tr>
<td>111</td>
<td>Marci Shepard</td>
<td>Sept. 12, 4–6 p.m. Tacoma Country Club, Welcome and Intro to New Administration General Member Meeting, Fife Administrative Center Sept. 13, 7:30–8:30 a.m.</td>
</tr>
<tr>
<td>112</td>
<td>Mark Ross</td>
<td>Sept. 13, 10 a.m.–1 p.m. General Member Meeting, ESD 112, Vancouver</td>
</tr>
<tr>
<td>113</td>
<td>Jeff Davis</td>
<td>Sept. 25, 8 a.m.–12 p.m. Capital Region ESD 113, PAC/GH/T Room</td>
</tr>
<tr>
<td>114</td>
<td>Diane Reaume</td>
<td>Sept. 27, 9 a.m.–12 p.m. SAC Meeting ESD 114, Room 202</td>
</tr>
<tr>
<td>115</td>
<td>Wade Smith</td>
<td>Sept. 27, 12–3 p.m. SAC Meeting, ESD 123, Pasco</td>
</tr>
<tr>
<td>116</td>
<td>Barry DePaoli</td>
<td>Sept. 12, 9:30 a.m.–2 p.m. SAC Meeting, NCESD 113, Cottonwood Retreat Center, Wenatchee</td>
</tr>
<tr>
<td>123</td>
<td>Wade Smith</td>
<td>Sept. 27, 12–3 p.m. SAC Meeting, ESD 123, Pasco</td>
</tr>
<tr>
<td>171</td>
<td>Barry DePaoli</td>
<td>Sept. 12, 9:30 a.m.–2 p.m. SAC Meeting, NCESD 171, Cottonwood Retreat Center, Wenatchee</td>
</tr>
</tbody>
</table>