



WASA News

December 2021



The WASA News is a monthly publication that provides key information to you in a concise, quick-read format. For those who want a bit more detail, links to additional information are embedded in the text of this publication. We hope you find WASA News to be an efficient way to keep abreast of new information, emerging issues, and timely resources. Be reminded that previous issues of the WASA News can be found on our [website](#).

“We must focus on approaches to equity that go beyond the work of a single individual in an equity office and/or professional development and anti-bias training...we will never reach every student, every classroom with this approach. We must take a whole district approach that is tethered to our structures, systems and embedded in our culture.”

*Public Education Leadership Project
Harvard University, 2020*

Dear Friends and Colleagues,

WASA’s 2021 Winter Conference on Monday, “Building a Sustained Culture of Equity,” featured Dr. Tammy Campbell as our keynote presenter. To achieve substantive change and improvement, Dr. Campbell suggests a systems-design approach for advancing equity, where a commitment to equity for all students is deeply embedded into the school district’s culture.

The foundation for advancing systems work is to first build what Dr. Campbell refers to as a “Culture and Shared Commitment to Equity.” The elements of this include:

Learning—Reading, learning, and a three to five year professional development on race and equity at every level.

Visioning—Co-constructing a widely known, specific description of equity and excellence.

Strong Belief in the limitless potential of ALL students and our ability to improve outcomes.

Scholar Voice and family voice is activated and leveraged.

Leading with the WHY—Establishing and broadly communicating the “WHY”—the data revealing student outcomes.

Modeling, signaling the importance of equity—in Board, Superintendent, and District Leadership.

Calibration—Shared community use of vocabulary and protocols and knowledge of diversity, equity, and inclusion content.

Inequities and examples of disproportionality have been present in schools for decades. And despite our best efforts, those patterns and performance indicators remain, for the most part, firmly in place. Moving the ball on this challenge necessitates a different approach that is comprehensive, strategic, and bold. The real work—work that drives deep and lasting change—is messy, uncomfortable, and disruptive. But it is the right work, and now is the time for it.

I believe striving for and achieving equity in our schools and school districts is THE leadership challenge for this decade. The opportunity and responsibility are squarely in front of us. But the truth is, this work is not easy. In fact, it is complex, difficult, and unsettling to the system.

WASA stands ready to support you in this important work with a variety of resources and leadership capacity-building opportunities. Please do not hesitate to reach out to us to learn more about how we can support your efforts in this noble endeavor.

Respectfully,



G. Joel Aune
Executive Director



**SUBMIT YOUR PROPOSAL TO PRESENT AT
THE WASA/AWSP 2022 SUMMER CONFERENCE!**

This year is the 40th WASA/AWSP Summer Conference, taking place **June 26–28** in Spokane. The theme will be "You Belong Here," with sessions focusing on inclusion, belonging, climate & culture, and more. Submissions are open for Conference proposals [here](#). The deadline is **January 14**.



REGISTER NOW FOR WASA'S SPECIAL EDUCATION ACADEMY!

January 6 | 8:30–10 a.m.

With support from OSPI, **Jennifer Traufler**, Chief of Student Support, Renton SD, has developed WASA's Special Education Academy to assist administrators in special education. Six different session modules will run monthly through June, 8:30–10 a.m. on Zoom. Registration is complimentary; register [here](#).



REMEMBER LOCAL REDISTRICTING REQUIREMENTS

Members of local government governing bodies, including school district boards of directors, may be elected using an at-large system, a district-based system, or a combination of at-large and district-based elections. Local governments, which use a district-based system to elect all or a part of their governing bodies, must adjust its district boundaries after each decennial census. Under normal circumstances, redistricting is required by November of the census year (2021, 2031, 2041, etc.). However, due to impacts of the COVID-19 pandemic, final census data was delayed. To address the delay, the 2021 Legislature made a one-time change to redistricting deadlines, via **SSB 5013**.

For elections in 2022, redistricting plans are required by December 31, 2021; for elections not scheduled in 2022, plans are required by November 15, 2022. Because school board elections are held in odd-numbered years, the second deadline (November 15, 2022) applies to school district redistricting plans. If you've not already done so, **school districts are encouraged to begin the process of redrawing director districts soon.**

SIRS SALARY SURVEY

SIRS annually compiles and publishes a salary-and-benefits report of Washington's school employees in three parts: 1) **administrators**, 2) **classified personnel**, and 3) **teachers**. In 2020–21, SIRS introduced an additional longitudinal report presenting Washington State school employee salary information for the past ten years. Through the self-reporting SIRS Survey, the quality of data will help facilitate valuable trend analysis for any district. The longitudinal tool is presented in an easy-to-use Microsoft Excel workbook and utilizes pivot charts and slicing tools to better visualize trends and comparisons among comparable districts.

The 2021–22 SIRS Salary Survey forms were sent to districts on September 30, with a final deadline to return surveys on November 19. The final data report will be made available **December 13**. All SIRS district members will receive access to the full report. Participating non-member SIRS districts receive a pdf copy.

COMMUNICATION TOOLS: PEDIATRIC VACCINE

From OSPI: The Department of Health has created toolkits for healthcare providers and for schools to help them communicate about the vaccine to parents and guardians. Here are the direct links:

- [What Parents/Guardians Should Know About Pediatric COVID-19 Vaccine \(PDF\)](#)
- [COVID-19 Vaccines: Pediatric Vaccine Toolkit for Providers \(PowerPoint\)](#)
- [COVID-19 Vaccines: Pediatric Vaccine Toolkit for Schools \(PowerPoint\)](#)

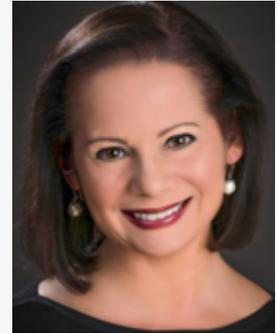
WASA HOTLINE

In case you missed it, the **November** issue of the *WASA Hotline* was distributed prior to Thanksgiving. The issue includes a good deal of information ranging from professional learning initiatives to an update on the 2022 Legislative Session. This edition includes reflections from members past and present on WASA, the value of leadership, and the work of your association.

2022 SUPERINTENDENT OF THE YEAR

Congratulations to **Dr. Susan Enfield** of Highline SD, WASA's 2022 Superintendent of the Year. She is recognized for leading a school atmosphere that aims to create equitable outcomes.

You can read about her impressive history of accomplishments [here](#).



WASA CONGRATULATES GLENNA GALLO!

President Biden has named Washington State's very own Assistant Superintendent of Special Education, **Glenna Gallo**, as the new Assistant Secretary of Special Education and Rehabilitative Services for US Department of Education.

RESOURCES

WASA has developed storehouses of resources related to the pandemic and equity. The following have been recently uploaded to our [website](#):

COVID AND PANDEMIC RESOURCES

- [Vaccine Talking Points](#)
- [FDA Says Vaccine Benefits Outweigh Myocarditis Risks. Here Are the Facts \(Ed Week\)](#)
- [Kids Are Feeling Isolated. P.E. May Help Them Bounce Back \(Ed Week\)](#)
- [Chiefs for Change: Guidebook for Launching Tutoring Programs in Partnership with Community Organizations](#)

EQUITY

- [Honoring and Supporting Native Students December 9 | 12:30 p.m.](#)
 - League of Education Voters will host a free, virtual statewide panel of Native students, educators, and policymakers to discuss how schools can better serve the educational needs of Native students.

- [Cultivating and Applying Race Equity Mindsets Among K-12 Education Leaders: Key Questions for Reflection \(West Ed\)](#)

OTHER

- [Three Things You Probably Didn't Know About Servant Leadership \(Forbes\)](#)
- [With Teacher Wellness Hanging By a Thread, One District Tries... \(The Herschinger Report\)](#)
- [3 Steps School Leaders Can Take to Support Teachers Right Now \(Edutopia\)](#)

UPCOMING EVENTS

- [WASA/AWSP Summer Conference—Celebrating 40 Years June 26–28 | Spokane](#) Registration opens **January 24** [here](#).
- [Lessons from the Field—Addressing Student Behavior Needs & Supporting Their Behavioral Health December 8 | 12–3:15 p.m.](#) Register [here](#) for tomorrow's webinar, hosted by NCSSE.
- [Click here](#) to download the most recent version of the WASA event calendar.

CONTACT TRACING SUPPORTS FOR SCHOOLS

The Department of Health is offering [support for case investigation and contract tracing](#) to schools, school districts, and health jurisdictions who do not have enough staff to complete this work. Sixty investigators are ready to assist.



CELEBRATING WASA AT 50

Did you know?

WASA's *Code of Ethics* was established in 1974. The Code set [standards](#) of ethical behavior to which members were and are expected to adhere. The standards reflect the honor and dignity of the profession of school administration. See WASA's *Code of Ethics* [here](#).

For more about WASA's history, visit our [50th Anniversary landing page](#) on the WASA website.

WASA OFFICE SCHEDULE

Happy Holidays!

The WASA office will be closed for the holidays beginning Monday, **December 27** and will reopen Monday, **January 3**.

IN MEMORIAM

WASA extends our sincerest condolences to the family of **Jill Jacoby**, whose husband, **Evan**, passed earlier this fall. Jill served as WASA's Executive Director during her time with WASA from 2001–06. Our thoughts and prayers are with Jill and her family during this difficult time.



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Contact: **Trevor L. Carlson**

SPONSOR SPOTLIGHT!

This month's Sponsor Spotlight features WASA's Diamond-level sponsor—**Piper Sandler**. We are grateful for their unwavering support of our members and programs! Click their link to learn more about them.

AASA CORNER

- **AASA Launches "Live Well, Lead Well" Campaign for District Leaders**
- **Learning and Recovery Guide: A Self Assessment Tool to Maximize the Impact of Your Federal Spending**
- **AASA National Conference on Education** February 17–19, 2021. Registration is **open**.



Washington Association of School Administrators
PO Box 14459, Tumwater, WA 98511 | 800.859.9272
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