

JOURNAL

ARIZONA SCHOOL BOARDS ASSOCIATION

WINTER 2021 | VOL. 51, NO. 1

A new adventure begins in 2021 –
expect to make a difference



Quality leadership and advocacy
for children in public schools.

Our Vision

The best schools in every Arizona community.

Our Mission

We cultivate excellence in locally-governed school districts.

Our Key Functions

Provide training and leadership development.

Represent and advocate for the diverse needs of
our membership.

Provide products and services that support district success.

Our Core Beliefs

The basic life needs of children must be met for them to succeed.

Meeting the unique educational needs of all students must be the
foundation of our school systems.

The governance of publicly-funded schools must lie with locally-
elected and publicly-accountable governing boards.

The responsibility for student success is shared by students,
parents, governing board, district staff and the community.

Public education funding must be broad-based, stable and at
a level that assures all students are successful.

Knowledgeable and professionally trained governing board
members are fundamental for ensuring student success.

Closing the opportunity and achievement gap is a moral
and economic imperative that must be addressed to ensure
all Arizona's students are successful.

Systemic inequities must be removed so every student achieves
their fullest potential.

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Secretary Desiree Fowler
Past President Steven Chapman

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**Proudly Supporting ASBA &
Arizona's School Districts**

A new adventure begins, expect to make a difference

By Ann O'Brien, President, ASBA Board of Directors



After I won my first very contested school board election in 2014 (seven candidates for two seats), many people offered me condolences instead of congratulations. I could NOT begin to understand why the "I jumped into the deep end with the sharks" attitude. I had just been elected by my Deer Valley USD community to advocate for the 33,000+ children in my district, and I wanted to celebrate winning my election. When I finally dared to ask why the condolences, I was told being on a school board was the most vitriolic elected office? Vitriolic ... what the heck did that mean. I knew the word did NOT sound good. As I suspected, not only was it not good ... it was worse than that! Bitterly scathing and caustic. What had I gotten myself into?

Well, I ran and won a second term in 2018, so either I am a glutton for punishment, or all those people really did not know what they were talking about. I believe it is the latter! Being on a school board is certainly not all rainbows, unicorns and glitter. However, it is all about the children. And, there is nothing more wonderful or important than Arizona's kids!

Congratulations to our school board members elected in November! Welcome to the elite club of Arizona school board members! There are 223 school districts in Arizona with approximately 1,000 board members serving nearly one million children. You will join your fellow board members to ensure our kids attend the best schools and receive an education to prepare them for a successful and productive future.

Here are a few tips to help you navigate your school board member adventure.

Keeping your eye on the ball is the first step to being a successful board member. Arizona's kids need us to be focused on what is best for them. That doesn't mean to not consider the staff or community. It does mean that decisions are about how we ensure our districts' students will be given the best education. I learned from another school board member to schedule a school visit the morning after meetings. These visits with your district's students will remind you why you are a board member especially after a

difficult meeting.

You don't know what you don't know. Be open minded and willing to learn. Make sure you ask questions before board meetings, during board meetings, and in between board meetings. Find, if you don't already have them, people you trust to answer your questions. Who do you trust to ask questions about the budget, curriculum, human resources, etc.?

Take advantage of professional development opportunities through the Arizona School Boards Association (ASBA) or your County Superintendent of Public Instruction's Office. ASBA has delivered more webinars in 2020 with crucial information than ever to our members. New board member resources can be found on the ASBA website, azsba.org/resources/new-board-member/.

If 2020 taught us nothing else, it screamed at us all to be nimble. The rules are different now. Actually, the rules are constantly changing, and probably will continue to for some time. We are literally building the plane while we are flying it. Be nimble, flexible and extend grace!

Enjoy your time on the board! My journey as a board member has taught me so much. More importantly, I have met children, families, community members and other board members who have forever impacted me. This is the proverbial "stop and smell the roses." Sometimes we do not always see or hear about it, but you are making a difference.

Finally, I and the 2021 ASBA Board of Directors are here for you. We have decades of board service amongst us and will gladly answer your questions or listen when you need an understanding ear. You can find our contact information on the ASBA website, <https://azsba.org/about/governance/board-of-directors/>.

While we are excited to welcome our new members, I want to extend my deepest gratitude to those whose service ended in December. Thank you for all the time, energy and heart you dedicated to your students, staff and their families, especially in a most difficult year. I wish you all the best in your future adventures! ■

President's Message

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Your association stepped up, overcame and adapted to the new “normal”

By Dr. Sheila Harrison-Williams, ASBA Executive Director



Viewpoints

First and foremost, I would like to thank each of you for the opportunity to serve as the ASBA Executive Director. I have reached the end of my first year and I'm still smiling. The year began just as we planned it, then three months in and COVID-19 hit and it hit hard, a pandemic, the likes of which the world had not seen in a hundred years.

I think we can all agree 2020 may be the most difficult and unpredictable year any of us has ever experienced.

When it became apparent that we were dealing with something that had our medical professionals and state and national leaders baffled, we made the decision to close our office – but not the association.

Soon thereafter, we faced the vileness of prejudice, injustice and systemic racism that persist in our country, following the death of George Floyd, Breanna Taylor and Ahmad Arbery and too many others to mention.

Faced with the issues of COVID-19 and social and racial unrest in our state, the ASBA staff switched gears and stepped up to maintain the level of services and support that you, our members, have become accustomed to receiving.

I must acknowledge my leadership team and support staff because they are second to none. We have worked as a team since the beginning. We never missed a beat with our calendar of events, but adjusted and mastered virtual communications and trainings.

I am so proud to lead an association that adjusted, overcame and adapted in the most challenging year – not only continuing to serve you, our members, with the foundational services you expect, but expanding our programs and services as well.

Professional development for our members did not stop – in fact, it expanded.

Last year, we hosted 36 webinars with 14,370 registrants. We introduced Webinar Wednesdays

last August, offering two no-cost webinars per month on governance, equity and leadership topics.

We continued to **support our boards** and last spring pivoted to our first virtual custom board trainings. Since last March, we have worked with 24 boards to provide nearly 70 hours of customized training and facilitation and the number keeps growing.

In the area of **conference and workshops**, we continued to provide the kind of top-notch, relevant content you expect from us – although we had to do it virtually. But you showed up!

We exceeded the number of registrants for the 2019 Summer Leadership Institute by nearly 30. The 2020 Virtual Summer Leadership Institute had 257 registered. The attendance at the Virtual Law Conference was 80 percent of the previous year's in-person event.

And member attendance in the Annual Conference was 70 percent of 2019's in-person event.

New Board Member Orientation, which was held in December, has kept pace with attendance from our last New Board Member Orientation, which was held in 2018.

Despite being 100 percent virtual, registration for the County Meetings were up 7 percent from 2019 at 529, the highest registration level since 2016.

Our **Policy Services** continued uninterrupted and our team responded to changing conditions that seemed to be changing by the day with support for professional/support staff telecommuting, school closure and employees' rights language. We also provided an online FAQ forum to answer questions on demand from members.

And our **Superintendent Search Service** continued effectively as well, as we worked with districts to implement virtual interviews and

Continued

Annual Highlights 2020

In a year unlike no other, ASBA stepped up, stepped out, adjusted, overcame and adapted, not only maintaining service to our members, but also enhancing and expanding them.

Essential Foundations

Providing the services for a strong and solid base upon which boards can build.

Board Support

Working with full boards to achieve effectiveness and peak performance.

We pivoted to our first **virtual custom board trainings**. Since March, we have worked with **16 boards** to provide **44 hours** of customized virtual training and facilitation.

Published ASBA's first **Board President's Handbook**

Introduced "Journey 2021-2022" **new board member engagement program**.

Launched an ASBA-ASA workgroup to develop a **model superintendent evaluation tool**.



Professional Development

Building the knowledge base and leadership and governance skills of boards and district leadership teams.

1,862 district leaders attended our regularly scheduled summer and fall workshops and conferences - Summer Leadership Institute, County Meetings, the Law Conference and pre-conferences, the ASBA-ASA Annual Conference and New Board Member Orientation - all of which were transitioned to **virtual events**.

Despite being virtual, registration for the County Meetings was up 7 percent over 2019, the highest registration level since 2016.

We hosted **36 webinars** with **14,370 registrants**, up from 10 webinars with 4,000+ registrants in 2019.

Our new **Webinar Wednesdays**, which kicked off in August, provide members **two no-cost webinars per month** on governance, equity and leadership topics.

New members had **three options for New Board Member Orientation**, attending one of two live virtual events or receiving the content via recorded video.



Policy Services

Ensuring boards a basis for governance and operations that complies with the law and court rulings.

Policy Services continued uninterrupted and our team responded to conditions that seemed to be changing by the day with support for professional/support staff telecommuting, school closure and employees' rights language.

Nine policy advisories and **four policy alerts** were issued.

ASBA Policy Services continued to enjoy a **100 percent subscription rate** among ASBA members.

Superintendent Search Service



Providing specialized, expert support to boards throughout this critical process.

We worked with districts to implement virtual interviews and virtual community meetings and carry out the **search process for nine districts**, never veering from the high standards for which ASBA is known.

A **customizable public relations plan** for introducing a new superintendent to the staff and community was added to the search service.

Fascinating fact: All four ASA Superintendents of the Year for 2020 were selected by boards who used ASBA as their executive search consultant.

Leading & Advocating

Representing and advocating for the diverse needs of our membership.

Leading for Equity



Elevating equity as a moral and economic imperative and assisting members in its pursuit.

The new **"Leading for Equity Workbook: Ready Yourself for Discussion and Action"** was introduced to state and national audiences through three six-hour virtual workshops in October.

The ASBA Board of Directors adopted an **antiracism resolution** and a model resolution was made available to member districts.

30 videos about antiracism through personal storytelling were produced as part of the "Voices that Matter" campaign.

The memberships for the **Hispanic-Native American Caucus**, **Black Alliance** and **Rural Alliance** all increased and the groups now have a **combined 320 members**.

Advocacy



Creating a statutory, regulatory and legal environment in which public schools can thrive.

We partnered with various allied organizations, including the Department of Education, on webinars and statewide task forces focused on the challenges of **COVID**, **school safety** and **budget** and **local control issues**.

ASBA sent a letter to the governor which proved to be **pivotal in influencing action on benchmarks**.

We received **105 legislative proposal submissions** for the **2021 Political Agenda**, compared to 79 submissions in 2019.

Advocacy Day 2020 focused on **rural issues** and drew **two times as many participants** as previous advocacy days.

Communications



Influencing the discussion of public education and local decision-making in Arizona.

Strong media relationships made ASBA a **go-to source** on school-related COVID topics, **school board elections** and a wide range of **legislative and legal issues**.

A **dedicated webpage** with resources and information for **leading through COVID** that included a member support and question form, ASBA related policies, information on virtual board meetings, parent and staff letter templates and more, provided **a lifeline to members** at a critical time.

Other highlights include a **new text messaging platform** and a **new ASBA website**.

AZEdNews articles planted many of the seeds for stories about Arizona public education that were **picked up by mainstream media**.



Cultivating excellence in locally governed school districts.

community meetings. We also introduced a new component of the search service: a customizable public relations plan for introducing a new superintendent to the staff and community and are in the process of developing – with our colleagues from Arizona School Administrators – a new model superintendent evaluation tool.

Member voices were heard! Members as well as leaders from the ASBA Board of Directors were increasingly featured in strategic communications through video celebrations and recognition of special days throughout the year, like Pride Day and Cesar Chavez Day. Additional videos focused on school board service, messages about running for officer positions on the 2021 ASBA Board of Directors, and participation by Board of Directors in the “Voices that Matter” anti-racism campaign.

Caucus and Alliances member engagement increased. Membership in the Hispanic-Native American Caucus, Black Alliance and Rural Alliance increased as did the number of activities these groups hosted, both for their own members and all ASBA members.

We are extremely proud of the increased engagement with the rural communities. Some highlights include 117 school board members and superintendents from 75 school districts as members.

ASBA’s annual Advocacy Day focused on rural issues. It drew two times the number of attendees as previous advocacy days.

Participation in the development of the political agenda was also up in 2020. We received 105 legislative proposal submissions for the 2021 political agenda, compared to 79 submissions in 2019.

And our advocacy efforts were stronger than ever as we partnered with various allied organizations, including the Department of Education, on webinars and statewide task forces focused on the challenges of COVID, school safety and budget and local control issues.

The value of ASBA advocacy, combined with our **communications efforts**, couldn’t have been clearer this year – or more essential.

We created a dedicated webpage with COVID-19 information and resources, that included a member support and question form, text messages, ASBA related policies, information on virtual board meetings, parent and staff letter templates and more. The content was updated daily and weekly as new information was received.

Other highlights include a new text messaging platform, a new ASBA website, and we maintained a strong media relationship to ensure

correct coverage was being communicated to the public on these comprehensive topics.

We also maintained strong media relationships and were a go-to source on school-related COVID topics, school board elections and a wide range of legislative and legal issues. I must note that our AZEdNews service planted many of the seeds for those stories that the mainstream media picked up!

Through it all this year, I have developed a greater understanding of Arizona’s public education policy and political environment by getting up to speed on the critical ongoing issues facing the Arizona K-12 system.

Prior to the onset of COVID-19, I was able to meet with key legislators to begin building relationships with them. The meetings allowed me to get familiar with the political perspectives of both Republicans and Democrats in the Arizona Legislature, and to observe how differently the two sides view the issues.

Very early on I met with and had conversations with Save Our Schools Arizona, as a result of their advocacy on Proposition 305 in 2018. I also actively participate in ongoing meetings with the various state executive directors.

In March, the political focus shifted primarily to COVID-19, and ASBA was able to assume a leading role in the public policy response. When leadership was lacking on school reopening, ASBA sent a letter to the governor which proved to be pivotal in influencing action on benchmarks.

When it became clear that a better information flow was needed, I suggested that we have a regular communication channel with ADE. Our governmental relations director was able to set that up, and because of ASBA’s leadership, ADE has been conducting weekly conversations with education stakeholders from around the state, which has allowed me to gain a deeper understanding of the dynamics that exist between the various education organizations.

I don’t profess to know all there is to know about Arizona’s K12 education, however, I am developing a broader knowledge-base with the assistance of ASBA Board of Directors, Executive Committee and the dedicated professional staff of ASBA.

Let me leave you with this. With you and for you we are working to overcome the challenges and adapt to the new “normal” for now. Everyone’s experience is different – local control, right?! But remember, we are all in this together and ASBA is here to support all of you – *always*. ■



OUR MISSION IS

CULTIVATING EXCELLENCE IN LOCALLY-GOVERNED SCHOOL DISTRICTS

to bring about the best schools in every Arizona community.

Our Strategic Goals



Leadership Development

Develop highly effective board members and educational leaders and promote leadership opportunities beyond the board level.



Advocacy

ASBA is the most influential voice for public education.



Equity in Education

Arizona school district leaders understand equity in education and are taking action steps to ensure every student achieves their full potential.

FEBRUARY

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28						

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Arizona School Boards Association

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CALENDAR OF EVENTS / 2021

ASBA events will be virtual until further notice.

FEBRUARY

WEDNESDAY
3

BOLTS Phoenix (Board Operations and Leadership Training Seminar) Digital Event
Registration opens Dec. 1, 2020, and closes the Friday prior to the event

THURSDAY
11

BOLTS Kingman (Board Operations and Leadership Training Seminar) Digital Event
Registration opens Dec. 1, 2020, and closes the Friday prior to the event

FRIDAY
12

BOLTS Flagstaff (Board Operations and Leadership Training Seminar) Digital Event
Registration opens Dec. 1, 2020, and closes the Friday prior to the event

MONDAY
15

Presidents' Day

APRIL

FRI-MON
9-12

NSBA Annual Conference
Digital Event

THURS-FRI
22-23

The Equity Event plus Pre-Conference
Digital Event
Registration opens Mar. 8, 2021, and closes April 15, 2021

MAY

MONDAY
31

Memorial Day

MARCH

FRIDAY
26

New Board Member Orientation Part 2 Tucson Digital Event
Registration opens Feb. 8, 2021, and closes March 19, 2021

JUNE

THURSDAY
10

New Board Member Orientation Part 2 Flagstaff Little America, Flagstaff
Registration opens April 2, 2021 and closes May 21, 2021

THURS-SAT
10-12

Summer Leadership Institute
Little America, Flagstaff
Registration opens April 2, 2021, and closes May 21, 2021

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DO YOU CHECK THE ASBA WEBSITE?

www.azsba.org

Final details for each ASBA event will be posted under **Events**

Meet ASBA's Board of Directors to serve in 2021

ASBA is excited to introduce this year's Board of Directors to members. The Board of Directors is composed of five executive officers that make up the Executive Committee, and 17 County Directors – one for each county in Arizona, with two for Pima and Maricopa Counties due to their higher populations. The chairs of the ASBA Hispanic-Native American Indian Caucus and the ASBA Black Caucus also serve on the board of directors. The president of the Rural Alliance currently does not serve on the board of directors.

The election of secretary, treasurer and president-elect was held at the Virtual ASBA Annual Business Meeting on Thursday, Dec. 3, 2020 in conjunction with the Virtual ASBA-ASA Annual Conference. County directors were elected during county meetings by self-nomination held during September through October of last year.

Officers



Ann O'Brien
President



Monica Trejo
President-Elect



James Bryce
Treasurer



Desiree Fowler
Secretary



Steven Chapman
Past-President

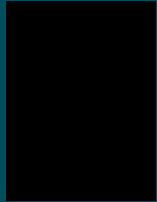
County Directors



Apache
Judy James



Cochise
Keith Guin



Coconino
Harriett Sloan



Gila
Joanne Conlin



Graham
Troy Thygerson



Greenlee
Kelly Baker



La Paz
Monica
Timberlake



Maricopa
Jill Humpherys



Maricopa
Brian Garcia



Mohave
Beth Weissner



Navajo
Jarrahlyn Begaye



Pima
John Sparks



Pima
Wendy Effing



Pinal
Steve Johnson



Santa Cruz
Kathy Pasierb



Yavapai
Karen
McClelland



Yuma
Tadeo De La
Hoya

Caucus/Alliance



**HNAIC,
President**
Eva Carrillo
Dong



**Black Alliance,
President**
Lindsay Love



**Rural Alliance,
President**
Kenney Denney



**NSBA Black
Council**
Devin Del
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**Membership
is Free**

Infoboard

Are you ready to get more involved in leading for increased equity and opportunity?



Take part in state-level dialogue and action improving the academic achievement of the students you serve. Membership in the Alliances and Caucus is open free-of-charge to all school board members interested in doing more to meet and address the specific educational needs of students of color and students in rural communities.

JOIN OUR ASBA BLACK ALLIANCE, RURAL ALLIANCE AND HISPANIC NATIVE AMERICAN INDIAN CAUCUS

ASBA Black Alliance

The Black Alliances focuses on the school board's role in improving opportunities and outcomes for Black students through activities that:

- Enhance understanding of equity in education.
- Improve service delivery to ASBA members around equity in education.
- Improve recruitment of leaders who reflect the demographics of their communities.
- Increase member access to public education allies for underrepresented students.
- Increase cultural and social competence among public education leaders and partners.

Rural Alliance

The purpose of the Rural Alliance is to strategically enhance the work of ASBA and its member boards in cultivating excellence in locally governed rural and remote school districts, with a focus on:

- Networking opportunities to encourage positive, effective relationships and collaborative efforts among leaders of rural and remote school districts.
- Ensuring representation by rural and remote leaders within the governance of the ASBA.
- Collective and strategic advocacy and member education to improve opportunities and outcomes for students in rural Arizona.

Hispanic-Native American Indian Caucus

The purpose of the HNAIC is to:

- To promote quality education for all students, focusing on the needs of Hispanic and Native American students.
- To promote positive relationships among Hispanic and Native American school boards, members of their communities, political leaders and ASBA.
- To promote legislation to improve educational opportunities for Hispanic, Native American and other students of color in public schools.
- To promote positive representation of Hispanic and Native American board members in ASBA.

Membership is free and open to any individual, regardless of their race, ethnicity, culture or origin, with a sincere desire to improve educational opportunities and outcomes for students in Arizona.

Membership is comprised primarily of school board members, however, superintendents, district staff, community and business allies may also join.

To become a member, go to the ASBA website, <https://azsba.org/about/>

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Journey 2021-2022: A New Journey for Newly Elected Board Members

Welcome to the wonderful world of school board service and congratulations on your new community leadership role! Serving on a school board gives you the opportunity to have a significant impact on the students and employees in your school district. It is a job that is time consuming and, at times, stressful but ultimately it will be one of the most fulfilling and rewarding experiences of your life.

ASBA has created a two-year program that will provide an opportunity for newly elected and appointed board members to connect with one another through a number of different activities. "Journey 2021-2022" will include new members only Lunch and Learn webinars, stories from school board service videos delivered to their email inbox and Let's Connect events at specific conferences sponsored by ASBA throughout the year.



Lunch and Learn Webinars

Every other month, on the fourth Monday of the month, starting in January 2021, ASBA will host Lunch and Learn Webinars. The webinars will be 30 minutes or 60 minutes, depending on the topic and will provide an opportunity for you to hear from ASBA staff and other experts in education on subjects you will encounter in your first two years of service.

SCHEDULE:

March 29, 2021: School District Budgets

May 24, 2021: Ask the Experts:
An Interactive Conversation

July 26, 2021: The Do's and Don'ts of School
District Ballot Issues

September 27, 2021: Member's Choice:
The Most Requested Topics

November 29, 2021: Ask the Experts:
An Interactive Conversation



Phone A Friend

We are available to talk with members anytime. Call our office at 602-254-1100 to talk with Julie Bacon who will connect you with the appropriate staff member to answer your questions.



Let's Connect Events

Twice yearly ASBA will host "an event within an event" where new board members can network during the Law Conference and Summer Leadership Institute. Look for details in the event's agenda.



Continue Your Learning

The ASBA Arizona Road Map will help you maximize your effectiveness in your role as a newly elected or appointed governing board member. Keep track of your progress you take a "tour" of various learning opportunities throughout your first two years of service. The Journey Award will be presented every other year at our annual county meetings to members who have committed to getting a solid start on their journey of boardsmanship through varied professional development.



Stories of School Board Service

On the fourth Monday of alternating months, you will receive, via your email inbox, a video recording of school board members talking about their experiences in school board service. The stories our members tell will be funny, inspiring and thought-provoking. You will not want to miss these!



Tell Us What You Think!

We will send out twice-yearly surveys to gather data on the issues that are important to you and that information will drive our program planning throughout the year. If there is anything you'd like to share with us in between surveys, email Julie Bacon at jbacon@azsba.org anytime.

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We're Working for You: 2020 Member Survey Results

In Fall 2020, ASBA conducted a comprehensive membership survey that included questions about programs and services as well as your beliefs and perceptions about the association. Respondents reflected the diversity of ASBA member districts and the individuals who serve on those boards.

The purpose of the survey was to ensure that we are providing the value, excellence, access and influence you expect as members of the association, as well as to check our progress on the strategic goals set by our board of directors on your behalf. Thank you to all members who completed the survey, enabling us to engage in this important work of continuous improvement.



Growth and Improvement

On questions that were carried over from our last membership survey, which was conducted in 2014, strongly agree answers increased significantly. In 2020, more ASBA members strongly agree that:

ASBA recognizes, values and respects the diversity of Arizona school leaders and students. **+32%**

ASBA is a strong customer service organization. **+30%**

Attending ASBA training and professional development has helped me be a more effective board member. **+22%**

ASBA represents the interests of my district/schools at the Legislature and in the courts. **+22%**

ASBA is considered an effective organization. **+22%**

My board has an opportunity for its voice to be heard on shaping ASBA's Political Agenda. **+21%**

ASBA is flexible and responds quickly to members' needs. **+16%**

ASBA provides opportunities for me to advocate for Arizona public education and the needs of my district. **+16%**

ASBA is a leader in leveraging diversity as an asset for Arizona public schools. **+8%**

Progress on Strategic Goals

Many questions on the survey related to our strategic goals and objectives.

GOAL: Advocacy

ASBA is the most influential voice for public education.

In addition to the results related to the advocacy goal that are shown above in **green**:

70 percent of members agree that ASBA is the most influential voice for public education in Arizona.

GOAL: Leadership Development

Develop highly effective board members and educational leaders and promote leadership opportunities beyond their district.

In addition to the results related to the leadership development goal that are shown above in **orange**:

85 percent of members agree that ASBA provides opportunities for school board members to lead beyond their local board role AND that if they wanted to be more involved with ASBA they feel they could.

GOAL: Equity

Arizona school district leaders understand equity in education and are taking action steps to ensure every student achieves their full potential.

In addition to the results related to the equity goal that are shown above in **blue**:

88 percent of members agree that ASBA is a leader in supporting the school board's role in educational equity.

Finally, 97 percent of members agree that ASBA staff has the expertise needed to serve members well.

We thank you for that vote of confidence and look forward to continuing to grow in our service to members and our commitment to cultivating excellence in locally governed school districts in pursuit of the best schools in every Arizona community!



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Five reasons to value ASBA's salary surveys

ASBA conducts two annual salary surveys designed to study district compensation and benefits. One focuses on certified and administrative personnel and the other on superintendents.

Each year, this information is designed to meet ASBA members' need for important information to assist in determining comparable compensation for school employees across the state. These surveys have been streamlined and re-focused to better capture salary environments outside of the traditional salary schedule of credits and seniority.

Here are five advantages the ASBA salary surveys offer your school district:

- 1 A Competitive Position**
 ASBA's salary surveys provide information on "total" compensation that includes retirement plans, bonuses, incentives, and base salary ensure that the information is relevant to your employee population.
- 2 Legal Compliance**
 ASBA's salary surveys provide current data on your organization's peers while maintaining confidentiality.
- 3 Investment Protection with Employees**
 Continuous benchmarking and evaluation of salary and incentive levels for existing employees can minimize turnover rates and increase company morale.
- 4 Defensible Decision Making**
 The consistent use of salary surveys helps formulate a company's overall compensation strategy and forms a foundation for plans that are internally equitable and externally competitive. Survey data provides a relevant basis for HR's decisions on salary, incentives, and bonus plans when meeting with senior management and employees
- 5 Comparable and Dependable Data**
 Given the pace of change within the economic and employment landscape, using old data puts HR at risk for lagging behind current pay trends. ASBA provides annual data each year to ensure districts have the most updated and timely information.

To view the salary surveys visit the ASBA website: <https://azsba.org/resources/salary-surveys/>
 For questions, please contact Katie Link: klink@azsba.org | 602-254-1100

JUST RELEASED!
 View the Fiscal Year 2021
 Superintendent Salary Survey
 results released to all ASBA
 members in January.

Superintendent Salary Survey Results Fiscal Year 2021

WE CULTIVATE EXCELLENCE IN LOCALLY-GOVERNED
SCHOOL DISTRICTS

For more information:
 Steve Highlen, Executive Search Manager
 and Senior Policy Consultant
shighlen@azsba.org | 602-254-1100



New Year, New Trainings

VIRTUAL CUSTOMIZED TRAININGS FOR YOUR BOARD

Kick off the New Year by making some training resolutions! Now's a great time to reflect on what has and hasn't worked for your board and set some board goals for the **new year**. A new training is perfect to help your newly elected board members prepare for their new role and transition a new team.

ASBA provides individualized training and professional development opportunities throughout the year that enhance the work of Arizona governing boards and encourage continued learning and improvement.

Virtual trainings are now available!



NEW Trainings

Virtual Boundaries: Ethical Considerations for Use of Social Media in School Board Service

Using social media as an elected official can be tricky. During this brand-new training you will learn about the different platforms in the social media space, best practices for leveraging social media, the dos and don'ts of social media usage and analyze examples of social media usage by board members from across the nation. Social media etiquette and protocols around social media usage for governing boards will also be reviewed.

Effective Communication Techniques for the Board

This training helps your team identify ways to have productive, efficient and informative board meetings. Agenda setting, meeting norms and pacing are just a few of the topics covered in this training.



Have a Specific Need?

ASBA will work with your team to design a training that meets the specific needs of your board.

2-Hour Trainings

2

Effective Board Meetings This training helps your team identify ways to have productive, efficient and informative board meetings. Agenda setting, meeting norms and pacing are just a few of the topics covered in this training.

Roles and Responsibilities Effective teams understand the role and responsibilities of each team member. During this training, we take a deep dive into the different, yet interconnected duties of the superintendent and board.

3-Hour Trainings

3

Team Transitions-Communications In this workshop, district leadership teams develop communication protocols and norms to increase understanding, build trust and reduce conflict.

Team Transitions-Team Member Style During this workshop utilizing HRDQ materials, district leadership teams identify their individual team member style, the strengths and opportunities based on their style, and discuss how the team will best function based on all the styles of the team.

Board Self-Evaluation-Part 1 Using ASBA's online Self-Evaluation Tool, board teams review the evaluation results and identify areas of opportunity for improvement during this workshop.

Board Self -Evaluation-Part 2 This second-in-a-series workshop allows districts to review the areas of opportunity and develop an action plan with measurable goals and identify objectives to achieve those goals.

Strategic Planning *In order for your entire leadership team to participate, ASBA will provide expert facilitators for your strategic planning meeting. This baseline session will give district leadership teams a starting point in their strategic planning process. Additional sessions would be beneficial to assist the district leadership team with next steps, including identifying goals for the strategic plan.*

Search Ready This workshop is designed to help boards come to consensus on the current state and desired future of the district in preparation for identifying criteria for a superintendent search.

**Let ASBA
come to you!**

Please contact us by email
or call **602.254.1100**

MEET OUR ASBA TRAINERS



Nikkie Whaley
Board Support
Training Specialist
nwhaley@azsba.org



Julie Bacon
Board Support
Training Specialist
jbacon@azsba.org

Board Self-Evaluation

WHY SELF-EVALUATE?

Student achievement, however that is defined by your district, is at the heart of why school boards exist. In Arizona, local communities get to decide what the path to success will look like via their locally elected school boards. While there is no one-size-fits-all strategy to ensure student achievement, the research is clear: school boards in high-achieving districts exhibit habits and characteristics that are markedly different from boards in lower-achieving districts. Annual self-evaluation allows you as a board to assess how well you are exhibiting the characteristics of an effective board and where there may be opportunities for improvement.

The 5 Pillars of Board Service

ASBA's self-evaluation tool will allow you to assess your board's performance in five pillars of effective board service.

Conduct and Ethics | **Vision** | **Structure** | **Accountability** | **Advocacy**

YOUR RESULTS: TWO OPTIONS

After your board and superintendent have completed the online self-assessment, your responses will be tabulated and two different reports created.

Option 1: The basic report provides a snapshot of your board's health by providing your results in each of the five pillars: *Conduct and Ethics*, *Vision*, *Structure*, *Accountability* and *Advocacy* – as a single score for each.



FRAMEWORK FOR GOVERNANCE: AGGREGATE DATA



YOUR RESULTS

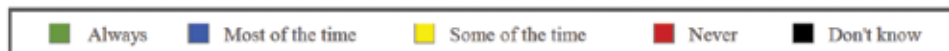
Option 2: The detailed report provides question-by-question results that are grouped into “Benchmarks of Success” for each of the pillars. This allows your team to drill down deeper to pinpoint specific areas of opportunity for growth and improvement within each pillar.

Standard 2 Vision

Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:

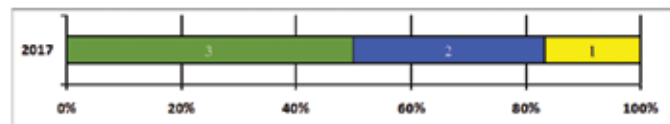
Benchmark of Success B

Leading the development, articulation and stewardship of a vision of learning that is shared and supported by schools and community.

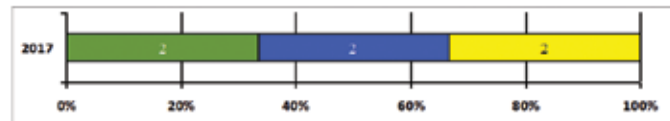


To what extent does our board:

Q26 Include stakeholders when developing and revising the district's vision?



Q27 Communicate its rationale for decisions to the community?



Ready To Self-Evaluate?

Step 1 Commit to pursuing continuous improvement as a board.

Step 2 Contact ASBA's Nikkie Whaley, nwhaley@azsba.org for a link to the self-evaluation.

Step 3 Have all board members and the superintendent complete the online self-evaluation.

Step 4 Choose your report and review your results.

- The basic and detailed options.
- The detailed report is available to ASBA member districts for a nominal fee, which includes an in-person review and facilitated conversation of your evaluation results with an ASBA board support specialist. Contact ASBA for details.

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BOOK A CUSTOMER SERVICE TRAINING FOR CLASSIFIED STAFF

THIS TRAINING IS AVAILABLE IN-PERSON OR VIRTUAL!

ASBA provides a customer service training that focuses on creating a welcoming environment using a customer-focus approach for classified school front office staff. This training is offered as a 4-hour, 3-hour or 2-hour format.

FOR MORE INFORMATION

Email Ellen White – ewhite@azsba.org



NEW! Leading for Equity Training plus workbook

The new Leading for Equity Training and supporting workbook provides opportunities for self-reflection, self-assessment and action planning.

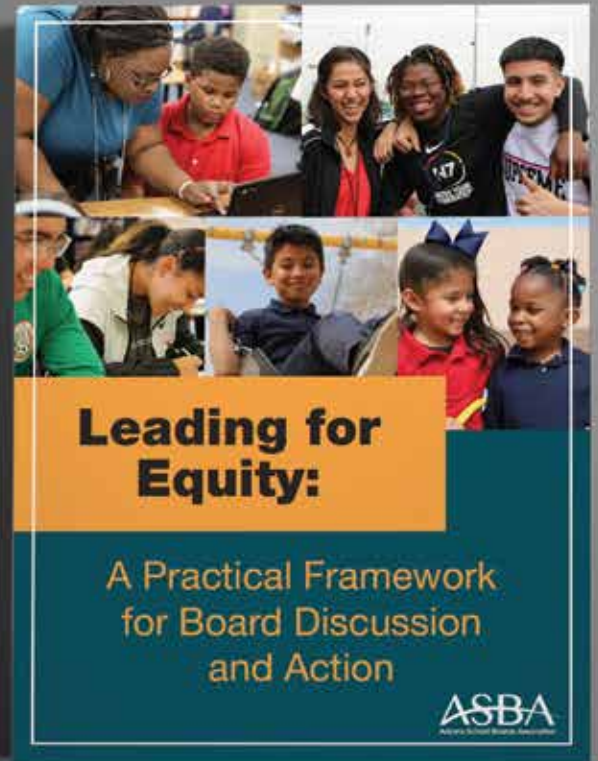
District leaders will be provided a framework for moving the needle of educational equity while engaging in thought-provoking activities designed to assess their current efforts, opportunities and successes.

Participants will leave with a better understanding of their role in progressing education equity, as well as tools to promote this work within their district.

This curriculum can be delivered in two three-hour sessions or as a daylong, six-hour training. Available in-person and virtual.

Facilitated Discussions Around Equity

ASBA facilitators will work with you to address particular areas of equity, help facilitate conversations around equity or connect you with resources. Reach out to us to discuss your needs.



SAVE THE DATE!

ASBA's Virtual Equity Event April 22-23, 2021

Registration opens March 8, 2021

Who should attend?

Leaders at the board, district, school and classroom levels. Community partners engaged in education equity work.

A special pre-conference on Latino history, cultural contributions, policies, outreach and more! Two tracks available for attendees! Attendees will have the option to attend tracks for those just getting started and those that are ready to dig deeper in this work.

This event will be virtual. Additional information will soon be available. ASBA's commitment to equity is deep and reflected in the association's beliefs, goals, services and actions.

Registration fee to attend this event is \$150 for members and non-members.

Zoom log in details will be emailed to all attendees the week before the virtual event. Please check your spam inbox if you do not receive it.

ASBA's Commitment to Equity

ASBA provides district leaders with leadership strategies and promising practices for closing the opportunity and achievement gaps for all students regardless of family income, zip code, race/ethnicity, cultural background, learning disability, gender and other personal factors that impact the one million students attending our public schools.

Infoboard



All information can be found on the ASBA website:
<https://azsba.org/about/equity/events-and-webinars/>



Elana Meyers Taylor
Classroom Champions Mentor
and 2x Olympic Silver Medalist
visiting her mentees at Glenn L.
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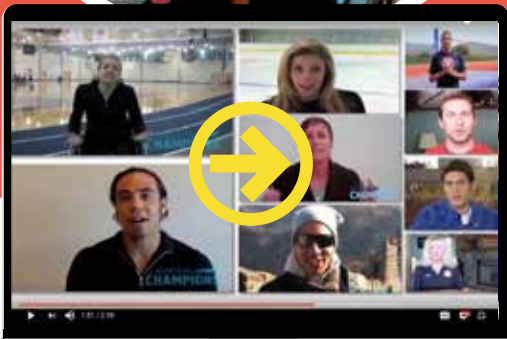


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Classroom Champions' programs have been proven to improve attendance and academic performance while lowering disciplinary referrals and bullying. Individual teachers, schools and districts can sign on for a comprehensive K-8 Social and Emotional Learning Foundations Curriculum and virtual Mentorship+ Program. Classroom Champions has created a framework for social and emotional learning that embeds students in a world where they build growth mindsets, have positive classroom culture, and develop emotional literacy.

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Get started today by contacting kate@classroomchampions.org or visit classroomchampions.org to learn more!

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Join our #WednesdayWebinars

We are excited to offer our members **#WednesdayWebinars**. Members will have the opportunity to dig deeper into areas of Equity, Governance and Communications.

Webinars are scheduled on Wednesdays with the goal of providing two webinars per month from 4 - 5 p.m.

Webinars are live and recorded to view later if you can't attend the live session. Registration is required to view recording.

Did you know? Hourly continuing education units (CEUs) can be earned for ASBA training webinars.

ADD THESE TO YOUR CALENDAR NOW!

Top Ten Tips for Successful Advocacy
February 3, 4:00 pm - 5:00 pm

The New Leading for Equity Guidebook for School Boards
February 17, 4:00 pm - 5:00 pm

Focus on Communications: How to Engage Your Community to Overcome Barriers to Trust
March 10, 4:00 pm - 5:00 pm

Tools for Embedding Multi-Cultural Perspective into Curriculum
March 24, 4:00 pm - 5:00 pm

Making the Superintendent Evaluation Process Meaningful
April 14, 4:00 pm - 5:00 pm

Building More Inclusive and Effective Student, Family and Staff Surveys
April 28, 4:00 pm - 5:00 pm

Focus on Communications: Protocols for Social Media Engagement and Online (and Offline) Conversations
May 12, 4:00 pm - 5:00 pm

Is Your District Ready For an Equity Policy?
May 26, 4:00 pm - 5:00 pm

Don't forget to track your CEUs when attending our webinars!

Participation and credits for Academy of Board Development awards are tracked and accounted for through registration and attendance at eligible ASBA events and webinars.

Credit is based on one hour of (classroom) instruction. Credit may range from one to several hours per developmental opportunity.

Registration is complimentary. View all ASBA events and webinars on the ASBA website, <https://azsba.org/events-asba/>



It All Begins With a Conversation

Leadership | Guidance | Superintendent Search



Let ASBA Guide You in Finding the Right Superintendent

ASBA offers a wide range of search services, from full searches for a new superintendent to advertising for an interim superintendent. ASBA is the only member organization that represents every school district in Arizona, and has access to all school leaders.

Pre- and Post-Search Board Support

ASBA works with the board to identify the best process that works for them, using a flexible and customized approach that fits the district's culture. It is important to know Arizona, its politics and issues that affect education in order to find the best and most qualified leader.

Unlike other search firms, ASBA encourages the board to identify who they should interview, facilitates support including pre-and post-search sessions for the whole board, and offers a reasonable pricing model, based on ADM that affords members with exceptional value and attentive service.



What Makes ASBA Unique?

- Familiar with Arizona politics and issues that affect education.
 - Creating a search process that fits your district's culture.
 - Participation in a national network of school board association searchers.
 - Knowledge of governing board meeting notices.
 - You decide who you should interview.
 - Comparative salary and benefit survey information, gathered annually by ASBA from Arizona superintendents.
- Members of our ASBA leadership team are highly qualified and respected leaders in education. Executive searches are led by Steve Highlen, Executive Search & Senior Policy Consultant.

A Successful Track Record – Over 100 Searches in 10 Years • Contact ASBA 602-254-1100

Introducing your new Superintendent

Bringing in a new superintendent can be overwhelming. ASBA is providing a **NEW SERVICE** that is included in our superintendent search package!



ASBA provides the templates for your media release, introduction to your community, social media graphics and more!

Introduce a new superintendent to community with ASBA's public relations plan

When you choose ASBA, we give you the resources to help introduce your new superintendent to the community.



DR. CORT MONROE



If you missed the webinar on "How to Introduce New District and School Leadership to the Community," view it now and download the presentation on the ASBA website,
<https://azsba.org/communications/webinar-archive/>

Learn more by following ASBA searches on Linked In and Twitter for alerts on search openings and other valuable resources



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ARIZONA STUDENTS

1,200

SCHOOL BOARD MEMBERS

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MEMBER DISTRICTS

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Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Grand Canyon University is regionally accredited by the Higher Learning Commission (800-621-7440; <http://hlcommission.org/>). Important policy information is available in the University Policy Handbook at <https://www.gcu.edu/academics/academic-policies.php>. The information printed in this material is accurate as of NOVEMBER 2020. For the most up-to-date information about admission requirements, tuition, scholarships and more, visit gcu.edu. ©2020 Grand Canyon University 20SEA0026

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Get Involved With ASBA

Three ways to serve and shape the association

Your board helps determine ASBA's political agenda, bylaws and who serves on our board. All ASBA district member boards are strongly encouraged to exercise their ASBA membership rights and participate in voting. You as individual board members can get involved with ASBA as well, by sitting on a committee, joining a caucus or alliance, or running for the ASBA Board of Directors.



1. Serve on the ASBA Board of Directors

The Board of Directors is composed of five executive officers that make up the Executive Committee, and 17 County Directors – one for each county in Arizona, with two for Pima and Maricopa Counties due to their higher populations. The chairs of the ASBA Hispanic-Native American Indian Caucus and the ASBA Black Caucus also serve on the board of directors. All must be current school board members.

Executive Committee

Officers (president-elect, treasurer and secretary) are elected to one-year terms by the full membership at the ASBA Annual Meeting.

Nominations for officers open in October and close November of each year. Self-nomination is accepted.

County Directors

County Directors are elected by membership within each county to two-year terms at the County Workshops in September and October. Elections for County Directors occur at the County Meetings in September and October. Self-nomination is accepted.

2. Join or Lead a Caucus or Alliance

The chairs of the ASBA Hispanic-Native American Indian Caucus and the ASBA Black Alliance also serve on the board of directors, as does any Arizona school board member who

serves on the board of directors of the National School Boards Association. Chairs are elected by Caucus/Alliance members at the Annual Caucus Business Meetings in December (even years for Hispanic-Native American Indian Caucus and odd years for the ASBA Black Alliance). There are opportunities for leadership and involvement within each of these groups.

3. Serve on a Committee

Governance Committee

The purpose of this committee is to provide annual review of ASBA's governance procedures and provide recommendation.

Finance Committee

This committee is chaired by the ASBA treasurer and composed of members of the board of directors who are appointed by the president each year. Its purpose is to review proposals and give input to the drafting of the annual ASBA budget. The committee is also responsible for the review of the association's annual Internal Revenue Service 990 Report and approval of the auditor.

Nominating Committee

This is a standing committee established in the ASBA bylaws. Its purpose is to submit a slate of officers consisting of one or more nominees for each "open" office (president-elect, treasurer and secretary) to the general membership to be voted on at the association's annual membership meeting in December.

Legislative Committee

This committee is a standing committee established in ASBA's bylaws. Its purpose is to assist in determining the association's political agenda by bringing recommendations to members for consideration at the Delegate Assembly. The Legislative Committee is composed of interested school board

members throughout the state chosen by the president to provide leadership during the process of developing and adopting ASBA's political agenda.

Credentials Committee

Committee members serve at the Delegate Assembly and the Annual Membership Meeting. Its purpose is to verify for the presiding officer and delegates, attendance, delegate count and vote counts. The committee also performs the duties of sergeant at arms for the assembly.

Equity Committee

This committee serves as a resource to the board of directors, providing thought-leadership as requested on topics related to ASBA's continuing growth as a leader in education equity, specifically:

- Enhancing the understanding of equity in education in Arizona.
- Improving service delivery to ASBA members around equity in education.
- Increasing recruitment of leaders who reflect the demographics of their communities.
- Increasing the number of public education allies for underrepresented students.
- Increasing cultural and social competence among public education leaders and partners.

All committee members are approved each year at the Board of Directors' meeting.

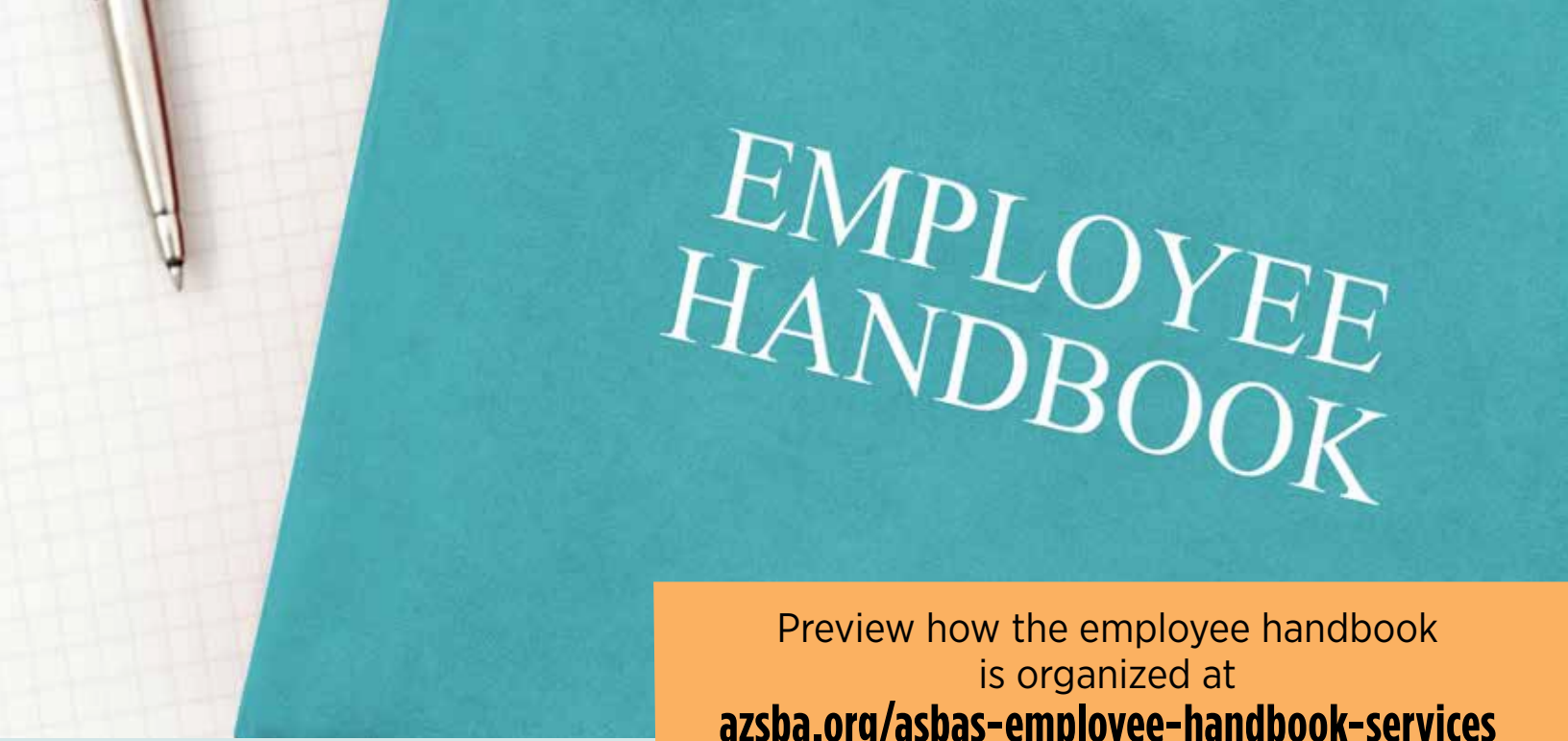
To learn more about these opportunities please contact Kristi Sisk at ksisk@azsba.org or call 602-254-1100.



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EMPLOYEE HANDBOOK

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is organized at
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Employee Handbook Service

Why should
your district
have an
up-to-date
employee
handbook?

ASBA offers a model employee handbook to cover district employees' terms and conditions of employment. The purpose of an employee handbook is to advise employees of important aspects of the district's unique culture and organizational mission. It serves to communicate conditions of employment, conduct and behavior. It outlines organizational expectations along with aspects of compliance with federal and state laws and regulations.

The handbook provides employees with guidance regarding specific questions that may arise as a member of the staff. This helps defend against employment claims presented to the district, aid in organization and consistency in the workforce and provide for a common need to be informed and be a productive member of the team.

For more information please contact:
Steve Highlen, Sr. Policy Consultant | 602.254.1100

Please keep in mind that this is not a replacement of a district policy manual.

ASBA
Arizona School Boards Association

Are you part of the Arizona School Administrative Professionals?



ASAP supports and offers resources to district staff who provide administrative support to governing boards and/or superintendents.

Mission & Goals

The mission of the Arizona School Administrative Professionals (ASAP) is to develop training, peer support networks and recognition programs that address common needs and concerns of school administrative professionals. This professional group was developed in consultation with governing board administrative assistants from throughout the state.

Our goals are to:

- Elevate and promote professional standards, including a code of conduct.
- Mentor individuals new to the position.
- Develop a communication network that enables sharing of timely and relevant information and best practices.
- Increase awareness of the vital role of professional development in effectiveness, staff retention and job satisfaction.
- Influence and inform the content and delivery of professional development provided by ASBA to administrative professionals.

Listserv – Stay Connected!

The ASAP listserv is a resource for board and superintendent secretaries from across Arizona. This tool will enable board and superintendent administrative professionals to connect

electronically with all those in the group to ask questions, share best practices and provide support to one another.

As you use the listserv, please remember:

- Questions and conversations should be “workplace” appropriate.
- The listserv will be monitored by ASBA and questions about the group can be directed to us at the below email addresses.

Events Just for You!

ASBA has designated two events annually that will have sessions and topics specifically developed for board/superintendent administrative assistants. Each year the following events will have ASAP tracks with professional development curated from a survey of administrative professionals:

- Board Operations and Leadership Training (BOLTS)
- Summer Leadership Institute (SLI)

Professional Development Recognition Program

ASAP High Five Award

To receive this designation, board secretaries, yearly, must:

- Update the district’s profile in the ASBA database

To join the ASBA Listserv please contact jbacon@azsba.org

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New Superintendent Evaluation Tool for Boards Coming in July

PILOT PROGRAM BEGINS JULY 2021

The Arizona School Administrators and Arizona School Boards Association are partnering to develop a comprehensive, standardized, evidence-based and flexible evaluation tool for school boards to utilize when administering the statutorily required yearly performance evaluation of the superintendent.

The goal is to create a tool that is easily administered and effective. ASA and ASBA have formed a diverse work group of superintendents and school board members from across Arizona, including urban, suburban, rural and remote districts as well as elementary, union high school, unified, CTED and transportation districts to participate in development of the evaluation tool.

The work group is currently meeting with the goal of having an evaluation tool ready

for districts who want to participate in a pilot program beginning in July 2021. The work group will tackle the following tasks over the course of the coming months:

- Review and assess existing superintendent evaluation tools from across the nation.
- Develop the foundational elements and framework of the tool.
- Create objectives within the evaluation tool.
- Provide goal-setting criteria for inclusion in the tool.
- Develop a timeline for the evaluation process.
- Create user guides for both school board members and superintendents.
- Develop a training module for board members and superintendents with ASBA and ASA facilitation.

Top Questions Asked by Members During Pandemic



The ASBA staff is poised and ready to serve and support your districts as you work through the many complex and challenging leadership, governance and management/operational issues on the path ahead. We believe one of the most critical ways in which we can do so is to be responsive to your pressing questions by providing quick access to clear, consistent facts and information to all of our members.

During the pandemic, we received many questions about conducting school board meetings.

Below are the most popular questions asked on board governance/meetings, district policy, school finance and legislative/public policy issues.

Board Governance/Meetings

Canceling Meetings

Q Can we cancel regularly scheduled or already scheduled board meetings due to the pandemic?

A Yes. You would want to post notice of cancellation online and at your physical posting location (if possible) as soon as possible. (The board does not need to vote to cancel the meeting.) However, keep in mind that there is a legal requirement that the board must meet at least once per month during the school year and this requirement has not been waived.

Electronic Meetings

Q We have a budget item that requires a public hearing. Do we still need to have one?

A A public hearing does require public input. Whether that is in real-time at the meeting or through the ability to log comments is up for debate. We think the option that provides the greatest access is real-time participation if you can make it work. The public could be provided a separate call-in number for this purpose and you could call on people that have signed in – by logging in an email or filling out

some other kind of form. Such comments could be subject to reasonable time, place and manner restrictions.

Q Can the board meet electronically over a conference call or online meeting platform?

A Yes. However, the normal notice requirements (and all other OML requirements) must be followed. The district also must allow the public to listen/view the meeting, providing call-in instructions or links to the meeting. If the physical posting location is closed and inaccessible, that should be noted in the web posting. (It is still recommended that physical posting be done if possible). If a web meeting platform is used, it should be one that does not require the public to download additional software and it should be easy to use across multiple platforms.

Q Our Governing Board approved our resolution to close schools and to authorize our Superintendent to take additional actions as necessary, however, they did it telephonically and I haven't been able to get signatures. Does this document need signatures right away or is this something that can possibly wait until the next board meeting in April (if we are able to have one in person)?

A It can wait until April. Telephonic voting has the same legal effect as in-person voting. Signing the document is a formality and not legally required.

Q We plan to hold our regular meeting but suspending the public comments in order to abide by social distancing and allowing viewing of the meeting via live stream and recording. Are we able to post that the meeting is closed to the public due to social distancing concerns?

A Yes but make sure you put down how they can see the meeting and offer technical assistance to anyone who needs it.

Minutes/Open Meeting Law

Q Minutes of the meeting are going to be difficult to produce within the three working days OML requirement. Is there any relief from this requirement?

A No. However, the OML requires written minutes OR a recording be made available within three working days of the meeting. So, if using teleconferencing or web/streaming platforms, you may want to record those proceedings and just provide a link to the recording. This would satisfy the OML minutes requirement with little staff time needed.

Q We televise our meetings, but they are not available live. Our thought is to discourage attendance by stating we suspending meaty topics like high school boundaries and not allowing citizen comments temporarily. We would encourage the public's input electronically and point to where they can view the meeting the next day. Any concerns with this approach?

A The Open Meeting Law does not require public comment. Most board policies do allow for public comment at board meetings but that policy can be altered or suspended at any time. The approach they are taking seems reasonable. In an electronic meeting, the board could have the public in listen-only mode and not have public comment at all and still be compliant with the OML. Live access must be allowed or the OML is not satisfied. However, if they wanted to provide public participation they could do as they have suggested, taking written comments,

or some other alternative like requiring signing up to comment and then calling on members of the public during the public participation period. There are a lot of ways to do it. The important thing is that they have lots of flexibility.

Q Does Open Meeting Law require a physical location to be open to members of the public who do not have access to a computer or internet and therefore, cannot view/attend board meetings digitally?

A The Open Meeting Law does require open access. You should provide technical assistance for anyone that cannot access the meeting. This could include conference call access, a physical space or a place where one could watch the online meeting.

Emergency Meetings

Q Can our board meet in an emergency session with less than 24 hour hours notice to deal with issues relating to the pandemic?

A Yes, so long as the issues to be decided are such that immediate attention is required. (This should not be hard to satisfy given the current landscape). If an emergency session is called, notice should be given as soon as possible and the details of the emergency – why the board had to meet on short notice – should be discussed at the meeting and read into the record. Special care should be made to ensure all board members receive notice of the meeting as soon as possible given the communication challenges.

Q Is the governing board required to vote on suspending the public comments during the meeting or can we just post that public comments have been suspended due to emergency situation?

A Either one is fine. There is no legal requirement of a public vote to suspend public comments and no requirement that it even be mentioned, though I think that would be a good idea.

Executive Session

Q Regarding Superintendent Evaluation that are scheduled to take place in April. Evaluation is

Continued



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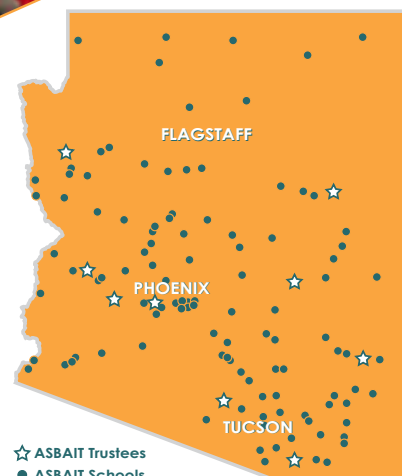
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Sean.shepard@meritain.com

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done in an Executive Session with the board. Can evaluation be provided to the board via email to complete then discuss in a zoom meeting or can it pushed to be done in June vs. April?

- A** Either one would be fine. Just make sure that the superintendent receives the required written notice at least 24 hours prior and if the superintendent wants discussion in public you are ready to adjust. If the evaluation executive session is part of another meeting, you may have to provide two links – one for the regular session in which the public can call in and another that just goes to those board members and individuals that will be in the executive session. Also in executive session, make sure the confidentiality admonition is read and that board members are in a secure space when accessing the zoom meeting (so that others cannot see or hear).

District Policy

Employees' Rights Language

- Q** Is ASBA drafting any policy advisories that will account for the new mandatory provisions of the subject act?
- A** Pursuant to the Families First Coronavirus Response, The United States Department of Labor has updated its “model” notice of employees’ rights language. The updated language must be posted or distributed to employees electronically in time for the effective date of April 1, 2020. The new language is effective through December 31, 2020. Access the link for the DOL updated document, https://www.dol.gov/sites/dolgov/files/WH/ posters/FFCRA_Poster_WH1422_Non-Federal.pdf. A policy advisory on the above information will not be sent out. The provisions are relatively short-term, as they are effective only through the end of this year, and the application of leave requirements may vary district-to-district, so changes to the policy manual are not suggested. Districts should contact their attorney for any legal advice.

Second Reading

- Q** Does adoption of district policy in an emergency require second reading?
- A** Policy BGB allows a board to adopt a policy in a single reading in an emergency. You just need to invoke that policy before adopting the policy in first reading.

Resolutions

- Q** Are school boards required to pass resolutions regarding: school closure, authorizing employee pay or giving superintendent authority to take additional actions? There are various districts doing this. Is this is required?
- A** We do not believe it is required. We believe ASBA Model Governing Board Policy ID gives superintendents authority now to make these decisions. (Moreover, the resolution that many are considering raises some gift of public fund issues with regard to paying overtime to **certain employees**).

Legislative/Public Policy Issues

- Q** Will there be legislation to require teachers to work beyond their contract end date if we extend the school year?
- A** HB2910/SB1693 passed by the Legislature guarantee that the school year will not extend beyond its previously scheduled end, and funding for the year will be guaranteed.
- Q** How does the funding affect private schools, ESA funds?
- A** ADE does not foresee any issues with the continued processing of ESA funds for students attending private schools.
- Q** Are staff members that are paid for through grant money continuing to be paid also?
- A** Per federal guidance, grant-funded positions should be paid based on policy for state-funded employees. The Legislature has mandated that employees continue to be paid.
- Q** What should candidates do if they are running for school board and need to get signatures on petitions?
- A** Unfortunately, at this time there is no relief for signature requirements for school board members. The dates and number of signatures are unaffected by our current situation. Interestingly, the Legislature and other state offices (not ballot measures) are allowed to collect signatures online.
- Q** Can schools require those on campus to wear masks?
- A** Yes, schools can require masks to be worn by employees, students, and visitors. The only exception is someone has a medical condition or disability that prevents them from wearing one.

2021 POLITICAL AGENDA: PRIORITY ISSUES

ASBA's position on issues is based on the association's political agenda, which is discussed, debated and approved by ASBA membership at the annual Delegate Assembly.

2021 Political Agenda

Adopted by the ASBA Delegate Assembly | October 17, 2020

The Arizona School Boards Association represents and advocates for the diverse interests of the state's school district governing boards and the approximately 1 million Arizona children whose education is entrusted to their care. ASBA's legislative, regulatory and legal advocacy is based on the association's Political Agenda. A member-developed document, the Political Agenda is discussed, debated and approved by ASBA membership at the annual Delegate Assembly. Every district member board has the opportunity to influence the yearly agenda.

2021 Priority Issues

Adequately and Equitably Fund District Schools to at Least the National Median per Pupil Funding

Preserve and Strengthen Local Control

Improve Outcomes for All Students

Require Public Accountability for Taxpayer Dollars Spent on Education

Manage the Impact of COVID-19 on Public Schools

Adequately and Equitably Fund District Schools to at Least the National Median Per Pupil Funding

- Maximize state funding for nationally and locally competitive salaries to attract, recruit, and retain talented teachers and staff, including incentives for difficult to fill positions.
- Revise the School Finance formula to:
 - Provide a stable, dedicated revenue source less reliant on the general fund or annual legislative appropriation.
 - Provide dedicated school capital funding consistent with the constitutional requirement of a general and uniform public school system.
 - Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural and remote schools.
 - Revise the funding formula to add funding for student mental health and well-being initiatives.
- Fully fund full-day kindergarten and include kindergarten students in the override calculations.
- Advocate to preserve and protect the voters' original intent of Prop 301.
- Index district additional assistance (DAA) funding for inflation.
- Provide funding for new space before existing schools exceed their maximum capacity and become overcrowded, and provide dedicated and flexible ongoing maintenance funding, including building replacement. Advocate for capacity standards that reflect the design of instructional space.
- Eliminate unfunded mandates and administrative burdens.

- Return desegregation funding to a primary tax levy.
- Conduct an exceptional student services cost study to assure students, including in rural or remote areas, are being funded at the actual cost of their services.
- Adequately fund the cost of student transportation.
- Provide funding for preschool programs.
- Reform current year funding to a system that provides districts with appropriate stable annual budgeting ability and technical reliability.
- Prorate funding over the entire school year among all public schools that a student has attended during the year.
- Provide funding to individual districts to implement locally directed school safety programs as well as student mental health and wellbeing initiatives.
- Equitably invest in technology and reliable internet access for all students.
- Adequately fund programs under exceptional student services.
- Provide funding for districts to improve student achievement by addressing social-emotional learning needs and create training programs for school staff in cultural proficiency and responsiveness.

OUR MISSION IS TO CULTIVATE EXCELLENCE IN LOCALLY-GOVERNED SCHOOL DISTRICTS.

Preserve and Strengthen Local Control

Adopted by the ASBA Delegate Assembly | October 17, 2020

- Ensure local control and flexibility in managing funds and programs when possible, given the Arizona constitutional requirements of a general and uniform public school system.
- Change “override/budget increase” language to better reflect what voters are being asked to support.
- Allow school districts greater flexibility in the divestiture or use of taxpayer-funded assets.
- Oppose legislative intrusion on school site budgeting decisions.
- Maintain exclusive local authority over any measure that would propose to consolidate and/or unify any number of school districts into a larger district.

- Support local board authority for student suspensions and open enrollment.
- Support policy that eliminates the use of corporal punishment in Arizona schools.
- Amend current statute to allow school board members to use the E-Equal system in addition to in-person signatures to appear on the ballot.

Improve Outcomes For All Students

- Increase the compulsory attendance age from 16 to 18 years.
- Enact research-based reform of the English Language Learner model of instruction that may include primary language literacy to improve student achievement that does not segregate English Language Learners from English speaking peers; integrates reading, writing and oral language instruction; and incorporates multiple assessment measures to demonstrate English proficiency.
- Fully restore 9th-grade CTE/CTED eligibility and funding to allow students to explore career fields and/or certification completion.
- Allow CTEDs to serve students through age 21 regardless of graduation status.

- Support policy that recognizes, respects, and promotes teaching as a profession.
- Defend against efforts to chill the free speech rights of school employees.
- State standardized testing shall not be used for any purpose other than a year-over-year measurement of student growth in the tested subject.
- Support policy that protects school district employees and students from discrimination based on sexual orientation and gender identity.

Require Public Accountability for Taxpayer Dollars Spent on Education

- Establish financial and academic transparency for all institutions and individuals that accept public funds.
- Repeal any program that gives public funds for private schools, vouchers (Empowerment Scholarship Accounts) and private school subsidies (Student Tuition Organizations) and prevent any future expansion.
- Require comparative classroom spending audits for school districts and all other institutions that accept public funds and define “classroom spending” as both instructional spending and student support spending.
- Enforce financial requirements and seek recovery of improperly received and/or expended public funds by charter and private schools and organizations.

Manage the Impact of COVID-19 on Public Schools

- Hold school districts harmless for significant enrollment losses for school year 2020-2021.
- Provide flexibility in seat time and attendance requirements for school districts for the 2020-2021 school year.
- Suspend state standardized testing requirements for school year 2020-2021.
- Enact a moratorium on school letter grades for school year 2020-2021.
- Provide districts flexibility in teacher evaluation requirements and procedures.
- Facilitate regulatory relief in the event the pandemic continues to (or does so at a future date) interrupt the academic year.
- Create a state-funded program designed to bulk purchase sanitation supplies (i.e. PPE, cleaning supplies, etc.) for distribution to school districts and schools.
- Provide funding for increased expenses incurred due to COVID-19, including costs to meet the social-emotional needs of students.
- Fund technology modernization and accessibility to ensure students have the technology and equipment to use during times like these with the current COVID-19 pandemic.
- Unless a public emergency is declared, maintain the right of school districts to close for safety concerns related to COVID-19 outbreak in the community.
- Protect public schools from liability if a community member contracts COVID-19 while engaged in school-sponsored activities.

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Solar

Our team of industry-leading professionals will design, implement, and build customized solar solutions.



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Our platform Orchestrate unifies all your building management systems into a centralized interface. Allowing for complete control of your smart building, maximizing your energy savings and management.



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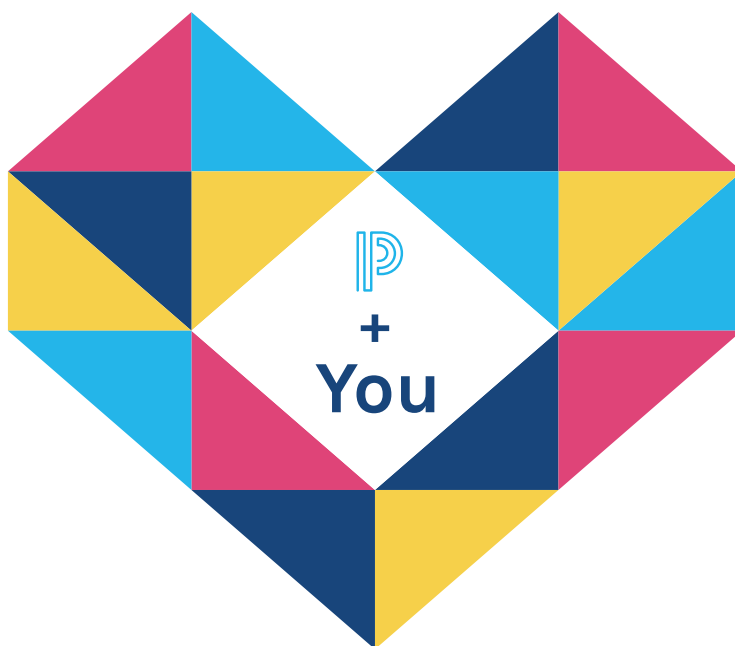
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2021 ADVOCACY CALENDAR



JANUARY	• Jan. 11: Opening Day of 55th Legislature • Find your Senator and Representatives at www.azleg.gov/findmylegislator/ • Send each of them an email introducing yourself and describing what's great about your school district. If possible, offer to host them for a tour! • Watch our Friday Advocacy Updates on Facebook Live or after the fact at https://azsba.org/advocacy/legislative/facebook-live-advocacy-updates/. We'll keep you updated on what education investments are on the table and how you can help. • <i>Ongoing Legislative Action</i>
FEBRUARY	• February 1: Last day for introduction of Senate bills • February 8: Last day for introduction of House bills • February 19: Last day for House consideration of House bills Last day for Senate consideration of Senate bills • <i>Ongoing Legislative Action</i>
MARCH	• March 26: Last day for House consideration of Senate bills Last day for Senate consideration of House bills • <i>Ongoing Legislative Action</i>
APRIL	• Budget negotiations for Fiscal Year 22 begin heating up. • April 16: Last day for bills to be heard in conference committees • April 20: 100th day of Legislative Session (The Arizona Constitution calls for the Legislature to adjourn after 100 days unless both Houses agree to extend it, which happens regularly) • <i>Ongoing Legislative Action</i>
MAY	• Submissions for the 2022 Political Agenda are due May 29. Schedule an item on your Board's agenda to discuss your priorities during your April or May meeting. • <i>Ongoing Legislative Action</i>
JUNE	• ASBA Legislative Committee meets in the first half of June. Draft 2022 Political Agenda sent out by the end of the month.
JULY/AUGUST	• Schedule an agenda item to discuss the Draft 2022 Political Agenda, appoint a delegate and alternate, and instruct them on how to vote during the Delegate Assembly (including any amendments or new items!)
SEPTEMBER	• Delegate Assembly held the Saturday after the Law Conference. Vote on the 2022 Political Agenda.
OCTOBER/NOVEMBER	• The fall between legislative sessions is a great time to touch base with your legislator and schedule meetings and tours of your school district.
DECEMBER	• Relax and prepare for another year of legislative advocacy!

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WHERE BREAKING EDUCATION NEWS BREAKS FIRST!



With With campuses closed for the COVID-19 pandemic, schools are celebrating graduates on social media instead of handing out yearbooks the last week of school.

Queen Creek Unified School District is recognizing its graduating high school seniors with their yearbook entries on social media.

"This is an unprecedented year for high school seniors," said Stephanie Ingersoll, public relations coordinator for Queen Creek Unified School District.

Queen Creek Superintendent Dr. Perry Berry wrote in a letter to high school seniors, "while I wish I had reassurances or answers about senior activities (graduation, etc), I do not. However, I can tell you that we will continue to work, ask questions, and look for solutions in order to celebrate you and your accomplishments."

To read full article go to azednews.com.



Update Update 11:32 a.m. on Nov. 30: Arizona elections results were certified by Secretary of State Katie Hobbs with Gov. Doug Ducey, Attorney General Mark Brnovich, and Arizona Supreme Court Justice Robert Brutinel as witnesses.

You can watch a livestream of the event at 11 a.m. and a recording will be posted following the event.



Related article:

School elections pass rate is lower than in past, but results are mixed

Update 2:50 p.m. to 5:14 p.m. on Nov. 13:

All the ballots have been counted in Maricopa County, the Maricopa County Elections Department says.

Leadership in the Arizona Legislature has been announced:

Senate Majority: President Karen Fann, Majority Leader Rick Gray, Majority Whip Sonny Borrelli

Senate Minority: Minority Leader Rebecca Rios, Assistant Minority Leader Lupe Contreras, Co-Whips Martin Quezada and Victoria Steele

House Majority: Speaker of the House Rusty Bowers, Majority Leader Ben Toma, Majority Whip Leo Biasiucci, Speaker Pro Tempore Travis Grantham

House Minority: Minority Leader Reginald Bolding, Assistant Minority Leader Jennifer Longdon, Minority Whip Domingo DeGrazia

Track state, county and local elections results on the **Arizona Secretary of State's Election Results web page** and on the **Maricopa County Elections Department's Election Results webpage**.



Secretary Katie Hobbs
@SecretaryHobbs



The State Canvass for the November 3, 2020 General Election will be held on November 30, 2020 at 11 am. The Facebook Live stream will be available at azsos.gov/2020GECanvass or by visiting facebook.com/SecretaryHobbs...

8:59 AM · Nov 30, 2020



302 274 people are Tweeting about this

To read full article go to azednews.com.



COVID-19's impact on Navajo Nation students, schools

JUNE 3, 2020 | LISA IRISH | ARIZONA EDUCATION NEWS SERVICE

When COVID-19 hit the Navajo Nation, it limited students' educational opportunities after schools closed, eliminated essential school services, exposed ongoing inequities, and made health and economic hardships families face worse.

Navajo health officials said COVID-19 started spreading across the nation after a tribal member attended a basketball tournament in early March then went to a church revival the next day in Chilchinbeto, a small community south of Kayenta.



This crisis shines a spotlight on the chaos and poverty many Native Nations face daily, said Serena Denetsosie, deputy associate superintendent for the Office of Indian Education.

"COVID-19 has exposed the massive gap between reservation life and mainstream society," Deputy Associate Supt. Denetsosie said.

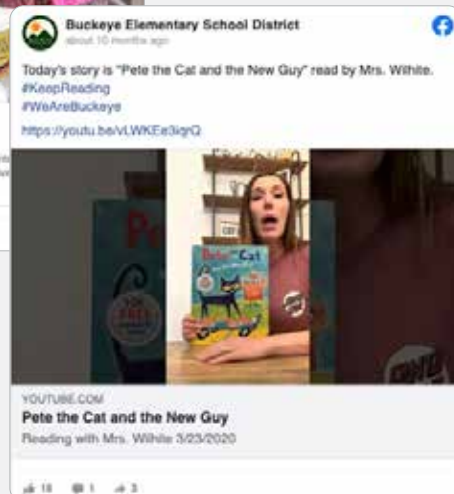
"A gap where many Americans see no need for a lockdown, even protesting for the right to return to work, while our Native people frantically deal with some of the highest per capita infection and mortality rates in the country," Denetsosie said.

Currently, the Navajo Nation has more people infected with COVID-19 per capita than any state in the United States, according to a joint effort by the American Indian Studies Center at University of California – Los Angeles and Indian Country Today, as well as an Arizona Republic analysis of Navajo Nation data.

The communities served by Kayenta Unified School District are labeled COVID-19 hotspots, said Lemual Adson, superintendent of the Navajo County school district that serves more than 1,700 students.



To read full article go to azednews.com.



As Arizona schools move to distance learning due to the COVID-19 coronavirus pandemic, there are equity concerns that not all students can or will receive the same educational opportunities and experiences.

Madison Elementary School District and Tolleson Union High School District students have already begun online classes and similar classes begin for Dysart Unified and Peoria Unified School Districts next week.

But Bowie School District students are picking up weekly homework packets with grab and go meals and the assignments are being delivered to students' families who can't pick them up.

Bowie Superintendent Wendy Conger said students may also be given access to a computer room that's sanitized often and provides plenty of space for social distancing, "We're going to have to spread out our hours so there's no more than two to three students at a time and those students have to be spread at least 6 to 8 feet apart," according to a Willcox Range News article.

Willcox School District has been delivering homework packets to students by bus drivers at the same time students pick up grab and go breakfasts and lunches, according to a Willcox Range News story.

This at-home learning means parents play an important role in their students learning by providing assistance at home, said Willcox Superintendent Kevin Davis.

While learning is going online for Cartwright School District, leaders there know that not all students have access to the internet and with libraries and other internet hotspots closed down to reduce the spread of COVID-19, they sent out a social media message showing wi-fi hotspots in the area.

To read full article go to azednews.com



Arizona schools are taking action to ensure schools are equitable, safe places for students of color following recent local and nationwide protests for justice and police reform after George Floyd, an unarmed Black man, died May 25th after a white Minneapolis Police Officer knelt on his neck for more than eight minutes.

That same day, Dion Johnson, an unarmed Black man, was fatally shot by an Arizona Department of Public Safety officer after he was found asleep in the driver's seat of a vehicle stopped on Loop 101. Protests began in Phoenix on Thursday, May 28th and have continued each evening since then.



Last night, Balsz School District Governing Board unanimously approved a resolution to address systemic racism towards Black students and pledged to continue to prioritize and target Black students' academic achievement, said Channel Powe, board president of the Phoenix school district that serves more than 2,340 students, who are predominantly Latino and Black with many from immigrant, refugee, homeless and other marginalized communities.

"To this end, Board members in collaboration with the community will identify high need issues and shall reconvene with the Superintendent in [30] days to begin to effectively address the issues by using the tools, systems, resources and talent that exist within our district and community and equitably investing resources for our students and their families to achieve marked and measurable improvements for Black students within Balsz Elementary School District over the next year," the resolution states.

To read full article go to azednews.com.

Arizona PTA @arizonapta · Jun 4, 2020
Understanding Racial Trauma

UNDERSTANDING RACIAL TRAUMA

Racial trauma involves the historical and collective injuries of people of color from exposure and re-exposure to racism and race-based stressors. This type of trauma can manifest from direct or indirect exposure.

Racial trauma is characterized by emotional, cognitive, physical, and behavioral disruptions. It can be experienced on an individual and population level.

GROUNDHUES
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CONDITIONS OF RACIAL TRAUMA & STRESS

The pathology of race-based trauma and stress can include:

- Posttraumatic Stress Disorder (PTSD)**
A condition that can occur when people directly experience or witness a traumatic event.
- Secondary Traumatic Stress (STS)**
Results from indirect exposure to trauma and can mimic PTSD.
- Compassion Fatigue**
The emotional distress and exhaustion from holding trauma you indirectly experienced. Also known as STS.

@groundhues

SYMPTOMS OF RACIAL TRAUMA & STRESS

Cognitive	Emotional
Lowered Concentration	Guilt
Apathy	Anger
Rigid thinking	Numbness
Perfectionism	Sadness
Preoccupation with trauma	Helplessness

Behavioral	Physical
Withdrawal	Increased heart rate
Sleep disturbance	Difficulty breathing
Appetite change	Muscle and joint pain
Hyper-vigilance	Impaired immune system
Elevated startle response	Physical ailments

@groundhues

12:37 PM · Jun 4, 2020

1 See Arizona PTA's other Tweets



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2020 ASBA ANNUAL AWARDS SHOWCASE

December 3-4, 2020



Each year the Arizona School Boards Association celebrates the excellence and commitment of local governing boards and school district leadership, and recognizes exceptional educational programs statewide. In this issue, we celebrate the people and programs that were recognized for their contributions to public education in 2020.

A VIRTUAL EVENT

LOU ELLA KLEINZ AWARD OF EXCELLENCE & ALL-ARIZONA SCHOOL BOARD AWARD

ASBA Celebrates You

Like most events, activities and celebrations in 2020 the ASBA Annual Conference was far different than our past celebrations.

And when we take the time to focus on family, friendship, love and accomplishments even when we can't be together in all the ways we'd like to be or can't celebrate with the same activities we might have planned on; we still feel it's important to celebrate each and every one of you.

The All-Arizona School Board

Member Award is ASBA's highest board member honor. This award is bestowed to individual school board members who understand their roles and follow through on their responsibilities and committed to boardsmanship training, and support of ASBA and its activities

The Lou Ella Kleinz Excellence in

Governance Award is ASBA's highest honor for a full board. This award recognizes an Arizona school board that has demonstrated outstanding education leadership for the year and have shown board initiative, action and leadership by focusing on students, demonstrating progress in achieving goals, and creating a district and school culture which fosters equity, innovation and high expectations for all.

In 2020, ASBA decided you all deserve both awards, as individuals and as an entire governing board for all the difficult decisions you have made to ensure our students, staff and families across Arizona stay safe as they continue to learn online or in-person.

Thank you for supporting our one million students attending a public school across the state.



BARBARA ROBEY LIFETIME ACHIEVEMENT AWARD

About the Award

In 2007, the Arizona School Boards Association established the Barbara Robey ASBA Lifetime Achievement Award. The award honors the service of Mrs. Robey, who, for more than three decades was a tireless servant leader and advocate for Arizona public education and the children of our state during her tenure as an ASBA employee and through her ongoing volunteerism. Mrs. Robey was the first recipient of the award. She passed away in June 2014. Since 2008, the ASBA Board of Directors has bestowed the award annually on an individual who, like Mrs. Robey, has made outstanding contributions in support of public education and who has worked towards fulfilling ASBA's mission through servant leadership over an extended period of time.

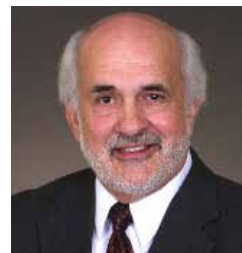
The Barbara Robey Lifetime Achievement is awarded to a devoted servant leader that supports our state's public education and the children of Arizona. In 2020, rather than present the Lifetime Achievement Award virtually, we paid a tribute to all the leaders who received the award in the past including its namesake, Barbara Robey. Congratulations to all past Barbara Robey Lifetime Achievement Award recipients.

Past Winners

EDDIE BASHA JR., Public education advocate and former Chairman & CEO of Bashas', Inc.



GOVERNOR JANE DEE HULL, former Arizona Governor



DR. CHUCK ESSIGS, Director of Governmental Relations, AASBO

CINDY MATUS MORRIS, longtime Governing board member of Patagonia Elementary School District



MIKE HUGHES, former Mesa School Board Member and Executive Director of A New Leaf

TIM CARTER, Yavapai County School Superintendent

JACK PETERSON, former ASBA Executive Director



DOREEN ZANNIS, former Executive Director of Support Our Schools

CAROLYN WARNER, former Arizona Superintendent of Public Instruction

RUTH SOLOMON, former legislator and educator, and member of governing board of Pima County JTED



CHARLOTTE UPHAM PATTERSON, longtime Governing Board Member of Chandler Unified School District

JERETTA DOUGLAS, longtime Governing Board Member of Flowing Wells Unified School District

TOTAL BOARD AWARD

About the Award

The Total Board Award is part of the Board Academy and is granted to a governing board when at least a quorum of members has attained the level of Certificate of Boardsmanship, which requires 36 continuing education units (CEUs). The remaining members must also have earned their Certificates of Orientation.

CHANDLER USD

LARA BRUNER
Vice President

KAREN MCGEE
Member

DAVID EVANS
Member

BARB MOZDZEN
President

LINDSAY LOVE
Member

CONCHO ESD

KRISTINA BARBER
Member

STEPHEN LARSON
Member

ROGER BROWN
Member

TIM TOWER
President

CRISS CANDELARIA
Clerk

DEER VALLEY USD

JENNY FRANK
Vice President

JULIE READ
Member

ANN O'BRIEN
ASBA President Elect

DARCY TWEEDY
Member

ANN ELIZABETH ORDWAY
President

HIGLEY USD

SCOTT GLOVER
Member

JILL WILSON
Member

AMY KAYLOR
Vice President

GREG WOJTOVICH
Member

KRISTINA REESE
President

KYRENE ESD

MICHELLE FAHY
Member

MARGARET PRATT
Member

JOHN KING
Member

KEVIN WALSH
Member

MICHAEL MYRICK
President

NOGALES USD

(Nogales for 2019 awarded this year)

GREG LUCERO
Clerk

MANUEL RUIZ
Member

BARBARA MENDOZA
Member

MARCELINO VARONA
President

ROBERT ROJAS
Member

WINSLOW USD

MARILEE ERVIEN
Member

JOEY HARTNETT
Vice President

SHARON GREENWOOD
President

ALLEN LEONARD
Clerk

JOSEPHINE MONTROYA
Member

HONOR ROLL AWARD

About the Award

The Honor Roll Award recognizes retiring board members who have completed at least eight years of service on their boards and who were nominated by their boards for outstanding service.



DALE CRANDELL
Tolleson ESD



JEFF MCCLURE
Oracle ESD



STEVEN PETERSON
Mesa USD



PATRICIA PINKARD
J.O. Combs USD



CHANNEL POWE
Balsz ESD



DR. SUE SKIDMORE
Paradise Valley USD



JENNIFER TANNER
Dysart USD



DERRENCE "DB" WHITE
Balsz ESD

GOLDEN BELL PROMISE PROGRAM AWARD

About the Award

For 34 years, the Arizona School Boards Association has put the spotlight on those districts with a proven record of achieving excellence through their academic programs by awarding the prestigious ASBA Golden Bell Promise Program Award to the educators and administrators who create and implement these programs. Programs selected to receive the Golden Bell Promise Program Award must be student-oriented, have a significant effect on student achievement, demonstrate evidence of teacher creativity and district leadership. They must also have been in operation for at least two years. In 2020, we received some exceptional nominations but, understandably, far fewer than in a normal year. As a result, our awards committee chose to present a single award this year rather than awards in four categories.

Cienega Building Trades Program | Cienega High School, Vail School District

The Cienega Building Trades Program provides opportunity for any high school student within district boundaries to learn skills necessary for construction certifications and professional careers beyond the boundaries of the district. Students are involved in innovative construction projects like restoring a 100-year-old railroad foreman house, constructing a new transportation department building, building a press box for the stadium at the high school down the road, and even building tiny houses for their own teachers. Cienega's Building Trades students have enjoyed tremendous success with nearly 90 percent of its graduates moving on to careers in the field or in college. Congratulations to the Cienega Building Trades Program for being selected as a Golden Bell Promise Program Award recipient.



ASA SUPERTENDENT OF THE YEAR AWARD

About the Award

The Arizona School Administrators Association's highest recognition was bestowed on five deserving district superintendents from throughout the state. Honors are awarded in three categories: Large Districts (5,000+ students), Medium Districts (between 1,000 and 5,000 students) and Small Districts (1,000 or fewer students). The awards recognize superintendents who set the standard for educational excellence and serve their students, staff, families and the community in an exemplary manner. ASA also awards an Arizona Superintendent of the Year as part of the National Superintendent of the Year Program. Congratulations to the following award recipients.



Small District
DR. CHERRYL PAUL
Sacaton ESD



Mid-Size District
DR. KRISTA ANDERSON
Apache Junction USD



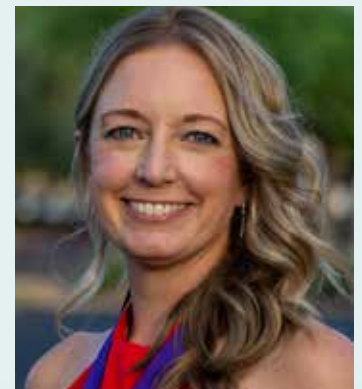
Large District
NORA GUTIERREZ
Tolleson UHSD



**National Superintendent
of the Year Program**
DR. DONNA LEWIS
Creighton ESD

ARIZONA EDUCATIONAL FOUNDATION'S 2021 TEACHER OF THE YEAR

A veteran teacher of 14 years, Sara Wyffels teaches Spanish Level 2 and International Baccalaureate and Advanced Placement levels 5 and 6 at Chandler High School. She is a nationally board certified teacher who earned her Bachelor of Arts in Spanish from Western Washington University and her Master of Arts in Teaching from the University of Portland. The ignition for her language learning journey was sparked by her study abroad experience in college and she is passionate about teaching the power of human connections through the Spanish language. Wyffels learned Spanish as a second language, which has shown her the power of adventure and the beauty of the human spirit, which are themes integrated into her Spanish classes. She considers herself and her students global citizens who have the ability to make a positive difference in the world every day.



Arizona School Boards Association appreciates the support for public education shown by its organization business partners.

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CULTIVATING EXCELLENCE IN LOCALLY-GOVERNED SCHOOL DISTRICTS



WE HOPE TO GET OUT OF THE SUMMER HEAT AND COOL OFF IN FLAGSTAFF!

**Registration for
both events open April 2, 2021**

*We are still unable to confirm if this summer event will
be in-person or virtual. More details will soon follow.*

Summer Leadership Institute June 10-12, 2021

This summer conference encourages school boards and superintendents to get away together to help expand their learning on diverse topics and current educational issues.

A special track for superintendent and governing board administrative professionals is also provided!

New Board Member Orientation — Part 2 June 10, 2021

ASBA will cover topics such as policy, conflict of interest, board and superintendent evaluations and working in a team. This event also includes a panel of veteran board members sharing their perspectives and stories of school board service. Individual board members will also have the opportunity to share their most difficult and inspiring issues so far in their service on the board.