

JOURNAL

ARIZONA SCHOOL BOARDS ASSOCIATION

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We
represent
school board
members who
represent
their
communities.

Welcome
2023 new
board
members

2023 Annual
Awards
Showcase

Plus
Governor
Hobbs
Proclaims
January 2023
School Board
Recognition
Month



Quality leadership and advocacy
for children in public schools.

OurVision

The best schools in every Arizona community.

OurMission

We cultivate excellence in locally-governed school districts.

OurKeyFunctions

Provide training and leadership development.

Represent and advocate for the diverse needs of
our membership.

Provide products and services that support district success.

OurCoreBeliefs

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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President James Bryce, Solomon ESD

President Elect Desiree Fowler, Page USD

Treasurer Tadeo De La Hoya, Gadsden ESD

Secretary Monica Timberlake, Quartzsite ESD

Past President Monica Trejo, Tempe ESD

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Cochise Yulonda Boutte

Coconino Dorothy Denetsosie Gishie

Gila Jacque Sanders

Graham Troy Thygerson

Greenlee Bruce Lunt

La Paz Carolyn Freedman

Maricopa Sophia Carrillo Dahl

Maricopa Armando Montero

Mohave Roger Jacks

Navajo Jarrahlyn Begaye

Pima John Sparks

Pima Wendy Effing

Pinal Steve Johnson

Santa Cruz Robert Rojas

Yavapai Karen McClelland

Yuma Juan Castillo

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Coming together for a common cause creates a recipe for leadership success

By James Bryce, ASBA Board President



Sixteen years ago, when I decided to run for our local school board, I realized that I was not only willing to serve, but I also had value that would benefit the board. I am not unique in this belief. It is shared by every school board member in Arizona. So one might ask, “If school board members are so valuable, why don’t they get paid?” The answer is simple. School board members do not go unpaid because they are worthless, they go unpaid because they are priceless. Your value as a board member is truly priceless and when you get a group of three or five high value individuals to come together for a common cause, you have a recipe for leadership success.

We need to take full advantage of the Arizona School Boards Association and participate in professional development to remain relevant in our districts.

Does this mean that every district in Arizona follows the same recipe? Absolutely not. Every district has its own unique circumstances, and all districts share many similarities. It is only through local control that a district can align itself with its community and create the best educational environment. Our students deserve to attend quality schools and their parents demand it, as well they should. This is the job we signed up for and this is the job that a highly effective board gets done.

As school board members it is our responsibility to ensure that we lead by example. We need to work just as hard in our roles as we would like staff and administration to work in theirs. We expect that our superintendents continue to receive professional development and stay current in the world of education. We should, too. We need to take full advantage of the Arizona School Boards Association and participate in professional development to remain relevant in our districts. We must set an example, both inside and outside the boardroom.

The ASBA is a mission driven organization that belongs to every member. We are an association of diverse and unique school boards with the common goal of being the best schools in every district. ASBA does not and cannot represent every board in Arizona. It is impossible to be everything to everyone, but it can support every board in an equitable manner through offering training tailored to fit the districts, resources for data and advocating on issues that are common to all districts in Arizona.

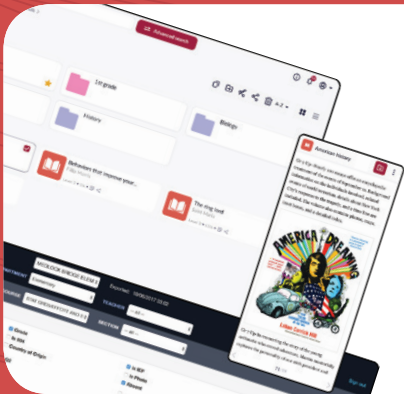
I am honored and humbled by the opportunity to serve as your president of the ASBA Board of Directors for 2023. I promise to do my best to lead by example. Together we can be the best example of what elected officials should be and demonstrate how so much can be accomplished through respect and proper decorum.

We are stronger together because when we get together, we make each other stronger.

President's Message



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We *represent* school board members who represent their communities

By Dr. Sheila Harrison-Williams, ASBA Executive Director

In December, we celebrated hundreds of outgoing school board members who had finished serving their local district communities. We also welcomed hundreds of new school board members who are just beginning their journey as school board members, anxious and excited to serve in their new elected roles. I hugged and cried with many who said good-bye as well as met with many new and eager faces, all happening at the ASBA-ASA Annual Conference. It reminded me that they all had one thing in common: School board members are *elected* by their local communities to serve their local communities.

Communities need school boards to be their voice. The more than 1,100 school members representing every school district across Arizona will affirm the needs and challenges of their communities and how different they are from one another. Their decisions are reflective and in response to local needs and circumstances.

School board members are locally elected public officials entrusted with governing a community's public schools through budget, employee benefits, policy, evaluation of the superintendent and such. These are the components a school board oversees.

We have heard from our members across Arizona that such responsibilities are being encroached upon. Board policy is a prime example. Remember, board policy is much more than risk management. Board members are not insurance adjusters—they are policy makers.

They are public servants, parents, advocates and community members.

Take into consideration that an insurance company drafting policies for districts is absolutely a threat to local control. Once a board permits an insurance company to draft their playbook, they are no longer the representatives of the community. Be cautious of allowing an

external organization, led by a board of directors made up entirely of administrators (*not school board members*), to attempt to speak for the 1,100-plus community school board members of Arizona. Since 1949, ASBA has organized school board members statewide and fought for their interests and the interests of their students at the legislative, board and court levels.

Do not forget you represent your communities. ASBA is committed to local control and excellent school board governance. Public service is among the most important responsibilities a citizen can undertake. Who fights for local control each year at the Legislature? ASBA. Who provides school board members with a voice through its advocacy program? ASBA. Which organization brings generational lawsuits to require the state to fund schools according to the Arizona Constitution? ASBA. Which organization is led by school board members and focused solely on supporting community-based governance, local control and public education? ASBA. ■

We are YOUR association.
We *represent* school board members who *represent* their communities.



Viewpoints

Meet ASBA's 2023 Board of Directors

ASBA is proud to introduce this year's Board of Directors to members. The Board of Directors includes the five officers of the Executive Committee, 17 County Directors, including two for Maricopa and Pima counties due to their larger populations, and the chairs of the Hispanic/Native American Indian Caucus and Black Alliance.

School board delegates elected the secretary, treasurer and president-elect to the Executive Committee of the ASBA Board of Directors at the ASBA Annual Membership Meeting on Thursday, Dec. 15, 2022, during the ASBA-ASA Annual Conference. Each officer serves for a one-year term. All individuals who applied were moved forward by the nominating committee and included in the ASBA Voter Guide. County Directors were elected during county meetings held from September through October of last year and were self-nominated.

Executive Committee members shared why they decided to serve on the Board of Directors and why it's important to represent their district.



President James Bryce, Solomon ESD

"I served as a County Director for six years. After I termed out of that, I still felt like there were things I could bring to the table, so it was just a natural progression from county to the executive."

"Every district should be represented the best that it can. Coming from a small district, I have different perspectives. As you can see, our board is very diverse, and that's important. Yes, I'm representing my district, but it's more like my district is giving me the voice and understanding to represent all districts in Arizona."



President-Elect Desiree Fowler, Page USD

"My involvement has always been about representing students. When I first started attending conferences, I realized that there wasn't really any representation as far as board members from Northern Arizona, Native Americans and rural communities. How do you know how to serve your constituents, especially students, if you don't ever step your feet in the actual soils where your students across the state come from?"

"It's been a true blessing to be a voice for those who don't have a voice, but more importantly to be a voice at the ASBA level to make sure that our students are well-represented."



Treasurer Tadeo De La Hoya, Gadsden ESD

"I decided to run for the Yuma County Director spot back in 2014-2015 to bring diversification to the Board of Directors. I wanted to represent the rural perspective, from a rural border county, to the Board of Directors. We represent over 1 million students, so all of our voices need to be heard and represented."

"Last year, when I ran for ASBA Secretary (because I had termed out as Yuma County Director), I told everyone during the business meeting that I belonged to the ASBA family (familia), and I still do. We all belong to an association that cares about and supports school board members. We advocate for students, families, employees and our communities. As an officer, I advocate for all school board members. It does not matter whether it is a small or large district, elementary or unified, or metropolitan or rural. We are family!"



Secretary Monica Timberlake, Quartzsite ESD

"I love ASBA. I love what we stand for. We do amazing work, and I want to help with the work. Being on the Executive Committee allows me to do that, but I'm also not one to sit on my hands. I want to push us forward a little bit at the same time."

"It's very important to serve my district, and I do that in everything that I do, but being part of the Executive Committee it's more important that we represent every single district, not just my district, not just rural districts, because we have to represent everybody."



Past-President Monica Trejo, Tempe ESD

"Serving on the Executive Committee has been a great honor for me. I was encouraged to serve on this committee by other board members. I decided to run for Executive Office because I deeply value local governance and local control and wanted to support ASBA's mission of cultivating excellence in locally governed districts."

"I think it's important to represent the students in my district. Each of our districts are unique and so are our experiences. As an Executive Committee Officer, I represent all districts and students, not just my own. ASBA member districts are comprised of rural, remote, urban, and suburban districts with diverse needs and populations. I have learned a lot about the unique needs from our members across Arizona. I believe my experiences working and living across Arizona have helped me serve as a better advocate and board member of ASBA."

Welcome your County Directors, Alliance and Caucus leaders

Get to know your 2023 ASBA County Directors, Alliance & Caucus leaders, and see why they say it's important to serve as a school board member and county director.



Apache | Arnold Goodluck, Sanders USD

"It's important that I keep the education of students as the most important factor in my vote and seeking the best methods to help students succeed."



Cochise | Yulonda Boutte, Sierra Vista USD

"The reason why I feel it's important for me to serve as a school board member is to help parents and students improve student achievement. The reasons why I felt it was important to be a County Director are to have our county receive information on what's going on in the world of education and for my county to have a voice in what needs to be done to improve and make changes to help student achievement. It's important to share the issues that we face in our county and also to share the success we have in our county with education."



Coconino | Dorothy Denetsosie Gishie, Flagstaff USD

"My parents have taught me and role modeled for me to be involved in my community. The reason for this is that it is where my children and grandchildren live. Being involved in community creates a safe space for them."



Gila | Jacque Sanders, Globe USD

"Being a school board member means serving my community, advocating for students, providing financial oversight of public funds, and working together to determine the vision and direction of the local school to support learning and student achievement. I believe ASBA does an outstanding job of providing professional training and development. Members should take their turn to bring their perspectives and values to the Board of Directors so ASBA will continue to grow, evolve and strive for excellence."



Graham | Troy Thygerson, Pima USD

"The same reasons I serve on my school board are why I chose to be County Director. I want Pima USD to continue to improve the quality of their programs and to see improvements in student progress locally and county-wide. I am an education advocate for our entire county, whether it is explaining tax credits or cheering our quality sports programs. I enjoy seeing all our Graham County schools succeed. I receive policy and state Legislative information provided by ASBA while serving, networking and sharing with other administrators and board members of Graham County."



Greenlee | Bruce Lunt, Duncan USD

"My father, myself, my siblings, cousins, friends, my children attended this school. Two of my grandchildren attend this school. I am a school board member because I love and am concerned for the children and their parents in this community. I love the administration, staff and teachers that love the children in this community. We are dedicated as servant leaders to offer the best education possible and to help the children of this small community grow to be responsible citizens. It's important to serve as a County Director to give direction to ASBA and to make our voices heard. When issues are discussed collectively, the sum is often better than the individual parts."



La Paz | Carolyn Freedman, Bicentennial UHSD

"Serving as a school board member is an opportunity to influence the quality of public education in the community, support advocacy and equity, voice families' needs, participate in policymaking and make decisions that impact students' school experiences and opportunities for achievement. The County Director can connect local school boards to ASBA, forming mutually beneficial relationships so that school boards govern effectively and ASBA better understands the unique needs of individual counties."



Maricopa | Sophia Carrillo Dahl, Creighton ESD

"It's important to serve as a school member because my lived experiences are those of my community. I am a better school member because of my experiences and heart to listen and serve. Every child deserves a voice, one I never had. It's important to serve as Maricopa County Director because collaboration is key to improving the educational system in Arizona and hearing different voices and the challenges our students face countywide is the key to change."



Maricopa | Armando Montero, Tempe UHSD

"Our public schools are the cornerstone of our democracy, and school boards play an integral role in ensuring that we provide the best possible education for every student in Arizona. As ASBA County Directors, we not only have the opportunity to connect board members with vital resources and connections, but also to advocate for the common interests of school boards in our county to a larger audience."



Mohave | Roger Jacks, Kingman USD

"I believe our Arizona educational system is best served by local governance. We need local citizens to volunteer and to be part of that local control. I decided if I believed it, then why not run for the Kingman Unified School District Board. I volunteered to be an ASBA County Director because Arizona needs a collective voice at the state level to speak for K -12 and that is ASBA. Once again, I wanted to do my part."



Navajo | Jarrahlyn Begaye, Cedar USD

"Serving on your local school board ensures your students receive quality education, staff, facilities, transportation and more. In rural areas, we sometimes feel forgotten or two steps behind. Serving on your local board gives you an opportunity to be a voice, to represent your students and the obstacles they face, giving power back to the community. School board members that serve in rural areas are resilient, resourceful and indestructible! Serving as County Director has helped me see the unique needs of other districts within and outside Navajo County, and how unity brings change, no matter how big or small your district is. We ASBA County Directors care about every student in Arizona."

Welcome your County Directors, Alliance and Caucus leaders (continued)



Pima | Wendy Effing, Flowing Wells USD

"I feel it is important to serve as a board member and County Director because I try to keep the best interests of our students and staff always at the forefront of people's minds. I always want to do what is best for kids to give them every chance to succeed in life, whatever path they may choose."



Pima | John Sparks, Sahuarita USD

"It is important that individuals, from within the boundaries of a school district, serve on the governing board to ensure that the unique and localized needs of each area are represented. This allows policies to be written and adjusted to meet the broad and diverse needs of children across the state that may differ from children just a short distance away. I believe it is important to serve as a County Director to bring to light the unique needs of students in Pima County. This allows for a more full and complete understanding as districts, from across the state, work together to assure that all children can obtain a high-quality education."



Pinal | Steve Johnson, Florence USD

"If you want to be part of a greater good, work as a team and support the district throughout your community. There's probably nothing more rewarding than the opportunity to be a school board member."



Santa Cruz | Robert Rojas, Nogales USD

"I proudly served my school community for about 38 years as a teacher before retiring. Service as a board member is a personally meaningful way for me to continue to make a positive impact on our students, effectuating change on their behalf. Serving as County Director lets me advocate on behalf of students and families in neighboring districts in Santa Cruz County, whose goals for academic achievement and student success are often similar to those in our district."



Yavapai | Karen McClelland, Sedona Oak Creek USD

"It's important to sit on the board, because we need to serve not only our own kids, but all the kids. There are issues that some districts don't have, but others do, so we need to amplify that knowledge for everybody."



Yuma | Juan Castillo, Somerton ESD

"I love serving my community and feel it is a way to give back. It's imperative to ensure our students receive a quality education. Being involved in the decision-making process is critical to ensure student academic success, regardless of background. For me, the most important thing about serving as County Director is communicating with all Yuma County school board members about services ASBA provides for newly elected officials, individuals on their second or third-plus term and district staff."

Caucus/ Alliance



Black Alliance | Chair Berdetta Hodge, Tempe UHSD

"It's important to serve on the school board, because someone had to serve to get us there, and I believe that it's a full circle in life that what I give is what someone has given me. I'm just excited to be able to give back to the community that gave me so much. The Black Alliance helps people understand different cultures. Just because you're not African-American doesn't mean you don't have African-American students. It's always good to learn from each other."



Hispanic/Native American Indian Caucus | President Juan Buendia, Baboquivari USD

"I've always felt the necessity for us to have a safe space to feel welcomed, included and at the same time have genuine influence on ASBA. In the process of serving, we give hope to others by showing them that they can and will have an effect on the entire alliance or association."



Hispanic/Native American Indian Caucus | Vice President Nikkie Whaley, Washington ESD

"As a school board member who worked for the association, I've been hearing and listening for six years. I feel strongly that I have the ability to empower those voices, lift up those voices for the joint caucus, and I look forward to amplifying all those voices to support our districts across the state. I'm really excited for the opportunity to join the Board of Directors – friends and colleagues who are passionate about public education."



ASBA welcomes new school board members

ASBA rolled out the red carpet for newly elected and appointed school board members at our New Board Member Orientation in December.



Hear what motivates new school board members

Newly elected school governing board members shared why they decided to serve, what they hope to accomplish, and what they bring to their boards during New Board Member Orientation at the ASBA-ASA Annual Conference.



Triné Nelson | Kyrene ESD

"I have a son who's in fourth grade, so I've been really involved in the district for many years, and the timing just seemed right to get involved and make sure our district continues in a good direction and keeping the focus on the kids. I'm really excited to dive in and learn. You know things at a broader level, but once you get involved you learn a lot more of the details. I'm really interested in what we can do to serve our special education students and their families. I am the first Black member of our school board."



Todd Wilcox | Winslow USD

"I just feel like it's important to be of service. Education is one of my passions, and it just aligned with service, my interests, and wanting to advocate for students. I'd like to see us continue to maintain our accomplishments. We've achieved a lot as a district. I'm the newest member of the board, and I want to make sure that I'm adding more to the team, to see if we can do more, better things for our community, and help our students to be successful and prepare them for post-secondary opportunities. I have a lot of experience working in education and higher education. For me it's bringing that experience to the table to think about new ways to help our students."



McKenzie James | Bicentennial UHSD

"I want to see students' success in our community, and I want them to know that they can go out and do anything that they strive to do and that there are options for them. As an educator, I bring that perspective on what goes on in the classroom, and how we can incorporate that into our board meetings."



Hector Jaramillo | Glendale ESD

"Originally, I was running for state representative in LD 4, but school board member Monica Pimentel reached out and encouraged me to run for school board. I grew up in the district, and I'm also Spanish speaking. My district is majority Latino, so it's important for kids to have a Spanish-speaking board member who relates to them. I hope to adjust equity issues in my district, because the majority of my district lives in poverty. I'd like to see adjustments in bilingual services, because a lot of students are Spanish-speaking and have difficulty talking in English. I want to bridge that gap because these kids are bright. When I speak to them in Spanish, they're telling me all these things, but when they go in the classroom with an English-only setting it doesn't translate well on paper. I bring passion. I'm young. I bring a fresh perspective. I'm involved with my community and meet with leaders to get issues my constituents are concerned about to the table and find ways to bridge their concerns into policy."

Hear what motivates new school board members



Violeta Ramos | Osborn ESD

"I just finished a 10-month fellowship on education advocacy and policy change here in Arizona, so the non-profit's leadership reached out and it was something that I had already wanted to do. There's 47% of Latino students in the State of Arizona, but only 13% of school board members who are Latinos. That was another big reason why I decided to run. I hope we can change the perspective of how we see teachers, since I am a teacher myself. Showing them we honor the work they do by getting higher salaries for them, because the work they do is lifechanging. I also want to see after-school programs expanded as I know that parents don't have the typical 9-to-5 working hours anymore. We need to make sure we have those programs available for students and also keep the wonderful programs the district already has like the dual language programs. I'm a high school teacher so I bring that perspective of what they need to do to be prepared. Also, I'm a minority in different ways – being a woman, being queer, and also being a Latina."



Markus Cenicerros | Littleton ESD

"I serve on the school board because I wanted to see a younger voice in public office in our community. I hope we continue to govern with transparency, take a look at how we can have students have their say in curriculum standards and also take a look at how we could possibly use more clean energy. I hope to bring a fresh perspective, a student perspective."



Nathan Madden | Buckeye UHSD

"What happened during the pandemic affected a lot of people. It was a perfect opportunity to get on the school board, learn the process, and try to keep more of the craziness that happened then from happening again. I know that there's plans to build a fourth school within four years. I want to see it happen. I want some resources to go into online schooling because some kids do better from home. We learned that during the pandemic. The ones that do well in that environment should be in that environment. The ones that do well with instruction in the actual school building, then they should be there. I'm a security manager, so if there are any security concerns, I can help address those. I'm new to politics, but familiar with Robert's Rules of Order so procedurally I can keep things on track. In terms of the board and district, I'm still learning."



Leanne Greenberg | Osborn ESD

"I'm an educator myself. Most of my career has been in special education, so a big thing for me is making sure our kids with special needs have the resources and the support they need to be successful. It's an area that's often overlooked. All our kids are important and need to be successful. Another big thing for me is having one-on-one conversations and elevating educators' voices at all levels – our certified and our classified staff – to make sure they have what they need to do their jobs successfully and feel welcomed and valued. I think Osborn School District is amazing. I want to build on our strengths. I know as an educator myself, we are not always as valued in our salary and our representation in our schools, so I want to ensure educators at all levels feel they're part of the decision-making process. I want all students and families who come through our doors to feel welcome. Everybody has a different story, a different experience, and they should know as soon as they walk in, they're part of this community, valued, and loved here. Everybody brings something to the table. My experience with bringing people together to achieve common goals will help to move the district forward."

See what outgoing board members will miss most

ASBA is thankful for the many valuable contributions of Arizona's experienced school governing board members. We wanted to hear what they loved about serving their students and communities. See what some of our outgoing school board members say they've enjoyed most, and why they think others should serve on their local school boards.



Outgoing Agua Fria Union High School District Board Member Maxine Hill

"When I first came on the board, one of the high school teachers was having some difficulty with young men skipping classes and not listening. They weren't getting into trouble. They were just uninterested. He took me to lunch and said, 'I want to pick your brain.' Most of the students were African American or bi-racial, and he wanted to know what could he do. I said, 'Why don't you start a mentoring program?' I helped him create a group mentoring program. Twenty-five male students came to the initial session, and 13 became regular members. I went through my phone book for college-educated people looking for the opportunity, and it was a fantastic experience. What was so nice is that they could work with two or three students rather than being a mentor to just one."

"I think as individuals – parents and non-parents – we complain about schools, about our children, and we don't really understand that we can help – whatever our skills and talents are. Run for school board and see what you have to offer. See how students are looking for somebody to just know who they are or smile at them. I think whether you have children or not. I have no children, but education is my passion. When I'm not in the classroom teaching, I go to games. They just want to see you. 'Hey, Ms. Hill was at our game!' I think you'll find that the joy you get out of just being able to say 'Hi' to a student is really worth it. We save our students, and all we have to do is be there."



Outgoing Sunnyside Unified School District Governing Board Member Eva Carrillo Dong

"I really enjoyed the shaking of hands. It doesn't just mean the graduations. It means recognizing our star wrestlers. It means recognizing our star teachers. It means recognizing all these people who accomplished so much. They come to our board meetings, and we congratulate them. The graduations are great, but so is every time we shake hands and congratulate people."

"People should run for school board member to fight, advocate or whatever word you want to use for our children. We have to be there for them. We have to be their voice. A lot of time they don't know how to use that voice for themselves, and their parents don't either. We need to be there to hear the students when they do use their voices, to hear the parents when they do use their voices, to hear the staff when they do use their voices. We need to be there to advocate for all people. That's what a board member is."



Outgoing St. David Unified School District Governing Board Member Katie Miller

"My best memory that I love the most is graduation. I love doing graduation – all the way from kindergarten to middle school and then high school, because we're a K-12. I start my morning out with kindergarten, hearing what they want to be when they grow up – we always have ninjas and police officers and mothers. Then we have middle school and high school, and I read the names every year for graduation. That was my all-time favorite thing to do. I will miss that."

"I ran for the school board because I felt that I needed to be part of the community, to share my ideas, and to have another point of view on the board. Always be willing to help out your community."



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CONTINUED

What outgoing board members will miss most



Outgoing Holbrook Tiisyaakin Residential Hall Board Member Rosie Sekayumptewa

"My purpose for having served was to give back to the community of those young people who are growing up who will be leaders of tomorrow. We will be looking up to them to make those good decisions as productive citizens. I thoroughly enjoy seeing development in those young people. Providing that safe environment for our young people at the residential hall was my main concern."

"Know that you're going to give back of yourself and your time. There's so much happiness in knowing you're giving back to the community, knowing you're going to be serving young people, knowing you're working with people, teachers and administrators who care for those young people. That should be everyone's concern. You need to be concerned with what is happening in your school community. You always take an interest in making sure that the teachers, the staff and administrators are doing well too. They count a lot."



Outgoing Glendale Elementary School District Governing Board Member Sara Smith

"I enjoy going to the conferences. Some of the best times I've had being on the board is traveling with other board members so that we would build better relationships so we would work better together, and the knowledge we bring back is fundamental to the success of our district."

"It's valuable to serve in your community because you're doing good. You should go in and serve on the board with the intention of serving your population. It's not to increase your political ambitions or anything like that. If you're going to serve on the board, then I really feel that you should take the time to go to these conferences so you can learn and grow and learn how to work with your superintendent, so you improve your district."



Outgoing Phoenix Union High School District Board Member Stanford Prescott

"One thing that's always been meaningful to me is when you hear the impact of your policies. We hear the statistics. We hear the results in board meetings. But for me, it's that human impact. There have been times that we've passed a policy, then I've run into a student working in the community or an employee outside of the school office, and they've expressed to me personally how much our decisions affected their lives, their educations and their schools."

"Serving on your school board provides a tangible way to make a real difference in your community. You're able to affect our local government in such a way that has real effects on the people who live in your neighborhood. Many Americans right now are frustrated with the federal government, the state government with the progress of how those things go, and I think school board provides an opportunity to show what government can be, what democracy can be. That we can be accountable to people, that we can provide real results, and provide a model for what our country should be."

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A Look back at the....

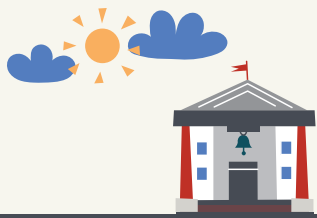
65TH ANNUAL CONFERENCE

DEC. 14-16, 2022

Stronger Together



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 2022.



LOU ELLA KLEINZ AWARD OF EXCELLENCE

About the Award

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.



Congratulations to the Tempe Union High School District governing board members: **Armando Montero, Amanda Steele, Andres Barraza, Brian Garcia, Berdetta Hodge** and **Sarah James** for being this year's Lou Ella Kleinz Award of Excellence recipient. We thank each one of you for your dedication and service.



ALL-ARIZONA SCHOOL BOARD MEMBER AWARD

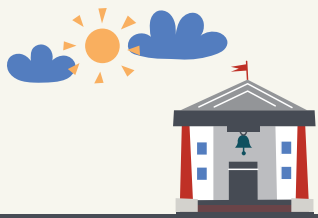


About the Award

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



Congratulations to this year's All-Arizona Award recipients: **Julie Bacon**, Paradise Valley Unified School District, and **Mike DeLaO**, Safford Unified School District.



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.



The Barbara Robey Lifetime Achievement is awarded to a devoted servant leader that supports our state's public education and the children of Arizona. The 2022 award recipient was **James Love**, Flowing Wells Unified School District. Congratulations to all past Barbara Robey Lifetime Achievement Award recipients.





PAST BARBARA ROBEY LIFETIME ACHIEVEMENT AWARD WINNERS



FROM TOP TO BOTTOM, LEFT TO RIGHT

Linda Yazzie, Holbrook Unified School District Governing Board

Dr. Timothy L. Ogle, former ASBA Executive Director

Eddie Basha Jr., public education advocate and former chairman and 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 Unified School District governing board member and executive director of A New Leaf

Tim Carter, Yavapai County School Superintendent

Jack Peterson, former ASBA executive director

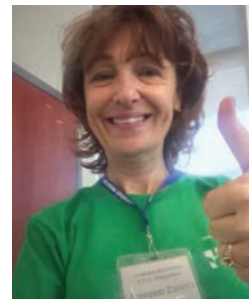
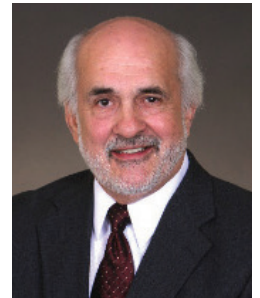
Doreen Zannis, former executive director of Support Our Schools

Carolyn Warner, former Arizona Superintendent of Public Instruction

Ruth Solomon, former legislator and educator, and member of the 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.

BUCKEYE ELEMENTARY SCHOOL DISTRICT

Jane Hunt
Amy Lovitt
Gina Ragsdale
Richard Hopkins
Michael Melton

CATALINA FOOTHILLS UNIFIED SCHOOL DISTRICT

Carole Siegler
Eileen Jackson
Amy Krauss
Amy Bhola
Doug Hadley

CREIGHTON ELEMENTARY SCHOOL DISTRICT

Sophia Carrillo Dahl
Heather Ayres
Amy McSheffrey
Angel Campos
Lindsey McCaleb

DEER VALLEY UNIFIED SCHOOL DISTRICT

Ann O'Brien
Ann Elizabeth Ordway
Julie Read
Jennie Paperman
Kimberly K. Fisher

FLOWING WELLS UNIFIED SCHOOL DISTRICT

James Love
Kristine Hammar
Wendy Effing
Kevin Daily
Thomas Jacobs

FORT THOMAS UNIFIED SCHOOL DISTRICT

Vernon Poncho
Hugh Moses, Jr.
Chris Duncan
Cynthia Norton
Pearson
Elliott Talgo, Sr.

HUMBOLDT UNIFIED SCHOOL DISTRICT

Richard Adler
Corey Christians
Suzie Roth
Paul Ruwald
Ryan Gray

KAYENTA UNIFIED SCHOOL DISTRICT

Lita Maria Granado
Royd Lee
Patricia Parrish
Joseph Bia, Jr.
Dr. James Nez

OSBORN ELEMENTARY SCHOOL DISTRICT

Juan Carlos Flamand
Edward Hermes
Sue Corbin
Luis Peralta
Ylenia Aguilar De
Martinez

PAYSON UNIFIED SCHOOL DISTRICT

Michell Marinelli
Joanne Conlin
Audrey Hogue
Jolynn Schinstock
Barbara Underwood

SADDLE MOUNTAIN UNIFIED SCHOOL DISTRICT

Dan Blackson
John Waid
Paul Roetto
Bonnie Hudson
Bernadette Delacruz



ASA SUPERINTENDENT 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.



AASA Superintendent – Dr. Lupita Hightower,
Tolleson Elementary School District



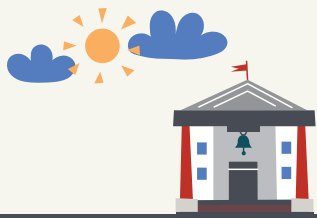
Small District – Mark Goodman,
Fort Huachuca Accommodation School District.
(Accepting the award; Jennifer Truitt-Lewis)



Medium District – Dr. Gregory Wyman,
J.O. Combs Unified School District



Large District – Brian Capistran,
Glendale Union High School District



GOLDEN BELL PROMISE PROGRAM AWARD

About the Award

For 35 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 Programs Award to the educators and administrators who create and implement these programs. Programs selected to receive the Golden Bell Promise Programs 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. This year, 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.

Elementary



GEARS (Growing Educators, Achieving Results with Students)
Avondale Elementary School District

High School



Veterans Heritage Project
Cave Creek Unified School District



GOLDEN BELL PROMISE PROGRAM AWARD



CTED/CTE



Veterinary Assistant Program
Central Arizona Valley Institute of Technology

High School Collaboration



Transforming Climate and Culture: The Him:dag Way of Life
Baboquivari Unified School District



ARIZONA EDUCATIONAL FOUNDATION 2023 TEACHER OF THE YEAR

Ty White

Ty White is the Arizona Educational Foundation's 2023 Teacher of the Year and the 2022 National Rural Teacher of the Year. He is a sponsor for the Willcox High School Science Club, GATE Club and coaches the Knowledge Bowl student team. He also mentors students who conduct independent research projects, in which several of those students' projects have been entered in the International Science and Engineering Fair (ISEF). He is a founding board member of InSimEd, a non-profit that creates industry simulation challenges, affiliated with the Aerospace Education Corporation. In addition, he is in collaboration with the Arizona Science Center, the Arizona Game and Fish Department and the Society for Science to form a rural community of practice group to share resources and support a community of STEM teachers around the state. Ty received the 2020 American Chemical Society Teacher of the Year Award for Southeast Arizona and the Rocky Mountain Region.



Thank you to everyone who attended the

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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.



Maxine Hill
AGUA FRIA UNION HIGH
SCHOOL DISTRICT



Sue Corbin
OSBORN ELEMENTARY
SCHOOL DISTRICT



Wanda Begay
GANADO UNIFIED SCHOOL
DISTRICT



Judith Rutkowski
FOUNTAIN HILLS UNIFIED
SCHOOL DISTRICT



James Kaltenbach
WESTERN MARICOPA
EDUCATION CENTER
(WEST-MEC)



Craig Hackett
SAFFORD UNIFIED SCHOOL
DISTRICT



Barbara Foote
YUMA SCHOOL DISTRICT



Julie Bacon
PARADISE VALLEY UNIFIED
SCHOOL DISTRICT



Eva Carillo Dong
SUNNYSIDE UNIFIED SCHOOL
DISTRICT



Sara Smith
GLENDALE ELEMENTARY
SCHOOL DISTRICT

Hear what ASBA/ASA Annual Conference keynote speakers said

J.J. Soria, who you know as an actor in “Gentefied,” “Army Wives,” “Fast & Furious,” “The Oath” and “CSI: Miami,” shared that the challenges you face and your response to them help mold you into who you are today. He encouraged everyone to ***“look at life through a lens of gratitude, and it will bring everything into focus”*** during his keynote address.

For 10 years, Soria worked as a one-on-one aide with students with disabilities in Los Angeles Unified School District. Soria said those students taught him patience, an appreciation for physical abilities and gratitude. Soria said his students inspired him to follow his dreams, and he encouraged them to move past the limits others may have placed on them to achieve their goals. ***“Those kids taught me more than I could ever teach them,”*** Soria said.



J.J. SORIA



DR. ADOLPH “DOC” BROWN III

Dr. Adolph “Doc” Brown III, a clinical psychologist, educator, social justice advocate, author and TV talk show host, shared who he was as a high school student, thanked teachers who saw the tree he would become in the seed that he was, and described his path to what he does today during his keynote address. Then he reminded people that the brain is ***“a phenomenal supercomputer, but we have to do a better job of driving it, as opposed to allowing it to drive us.”*** Dr. Brown said, ***“We need to reboot it by being present, purposeful and intentional.”***

Dr. Brown also talked about how his grandfather shared his wisdom during key times, guiding him along his life, impacting his career and inspiring his “Real Talk” book about connecting with students, nurturing their potential and inspiring them. He encouraged school board members to ***“put every staff person in your district on a school bus for opening day, and drive through the communities from which the children are coming.”*** Dr. Brown also reminded everyone that they’re carrying something hidden in their “backpacks” that’s affecting them and those they interact with, who can see something’s going on, but they don’t know what. ***“If we don’t address our personal storms, we’re going to get those we love wet,”*** Dr. Brown said.

2023 Calendar of Events

February

MONDAY
20

President's Day/ASBA Advocacy Day
State Capitol

March

FRIDAY
31

Virtual New Board Member Orientation Part Two

April

MONDAY
10

Spring Holiday
(Observed)

May

MONDAY
29

Memorial Day

June

THUR-SAT
8-10

Summer Leadership Institute
June 8 pre-conference: In-Person New Board Member Orientation Part Two
June 9-10 Summer Leadership Institute

MONDAY
19

Juneteenth

July

TUESDAY
4

Fourth of July

September

MONDAY
4

Labor Day

WED-FRI
6-8

Law Conference
Sept. 6 Full-day pre-conference
Sept. 7-8 Law Conference

SATURDAY
9

Delegate Assembly

WEEK OF
18

County Meetings
(Dates and locations will be finalized in March and posted on the ASBA website.)

WEEK OF
25

County Meetings
(Dates and locations will be finalized in March and posted on the ASBA website.)

October

MONDAY
9

Indigenous Peoples' Day

WEEK OF
16

County Meetings
(Dates and locations will be finalized in March and posted on the ASBA website.)

WEEK OF
23

County Meetings
(Dates and locations will be finalized in March and posted on the ASBA website.)

WEEK OF
30

County Meetings
(Dates and locations will be finalized in March and posted on the ASBA website.)

November

FRIDAY
10

Veterans Day

THUR-FRI
23-24

Thanksgiving Holiday

December

WED-FRI
6-8

ASBA-ASA Annual Conference
Dec. 6 Full-day pre-conference
Dec. 7-8 Annual Conference

MONDAY
25

Winter Holiday

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

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/>

Multicultural and Diversity Calendar 2023

School districts can use this 2022-23 school year calendar of widely recognized awareness months and day(s) as a resource to help raise awareness and understanding of the students, families and staff represented in your communities.

FEBRUARY

- 1 Freedom Day, National
- 2 Groundhog Day
- 5 Mexican Constitutions Day
- School Counseling Week, National
- 13 African American Parent Involvement Day National
- 14 Valentine's Day
- 13-17 FCCLA Week, National
- 17 PTA Founders Day, National
- 18-25 FFA Week, National
- 20 Presidents Day
- 22 Lent Begins
- Ash Wednesday
- 27 Orthodox Lent Begins
- 27- (3/3) Public Schools Week
- 27-(3/5) Peace Corps Week

ALL MONTH

African American History Month, National
Career and Technical Education Month
Children's Dental Health Month, National

MARCH

- 1 Korean Independence Movement Day
- 2 Read Across America, NEA
- 3 National Anthem Adoption
- 6-7 Purim
- 6-10 School Breakfast Week, National
- 7-13 Foreign Language Week National
- 8 Women's Day, International
- 16 Absolutely Incredible Kid Day
- 17 St. Patrick's Day
- 19- 25 Poison Prevention Week, National
- 21 Bahá'í New Year's Day
- Elimination of Racial Discrimination Day
- 22 World Water Day
- Ramadan Begins

ALL MONTH

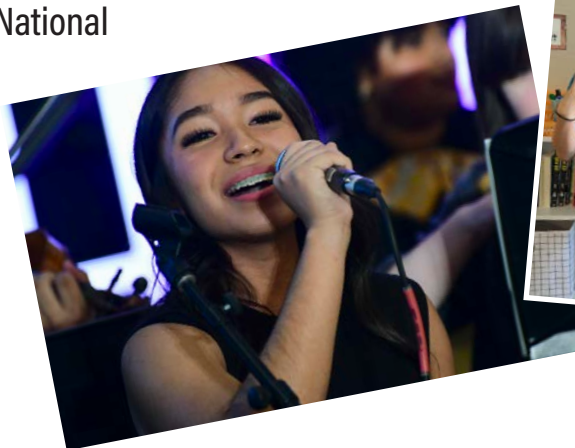
Irish American Heritage Month
Music in our School Month
Nutrition Month, National
Red Cross Month, American
Social Work Month
Women's History Month
Youth Art Month
Middle Level Education Month

APRIL

- 1 April Fool's Day
- 2 Autism Awareness Day, World
Children's Book Day, International
- 5-13 Passover
- 6 Lent Ends
- 7 Good Friday
Health Day, World
- 9 Easter
- 11 Library Workers Day, National
- 14 Vaisakhi
- 15-21 Young Child Week
Volunteer Week, National
- 16 Orthodox Easter
- 17 Patriots Day
- 17-18 Holocaust Remembrance Day
(Yom HaShoah)
- 21-22 Eid-al-Fitr
- 22 Earth Day
- 23-29 Library Week, National
- 24 Armenian Genocide
- 26 Buddha's Birthday
Administrative Professionals Day
- 27 Take our Daughters and Sons to Work Day™
- 29 Dance Day, International

ALL MONTH

Autism Month, World
Occupational Therapy Month, National
Poetry Month, National
School Library Month



MAY

- 1 Law Day
- 1-5 Teacher Appreciation Week, National
- 1-7 Physical Education and Sport Week, National
- 5 Cinco de Mayo
School Lunch Hero Day
- 5-11 School Social Work Week, National
- 7-13 Be Kind to Animals Week
- 7-14 Music Week, National
- 8 Red Cross Day, World
- 9 Teachers Day, National
- 11 School Nurse Day, National
- 14 Mother's Day
- 14-20 Food Allergy Awareness Week
- 17 Bike to School Day, National
- 18 Ascension
- 20 Armed Forces Day
- 29 Memorial Day
Ascension of Bahá'u'lláh
- 31 No Tobacco Day, World

ALL MONTH

Asian Pacific American
Heritage Month
Better Hearing and
Speech Month

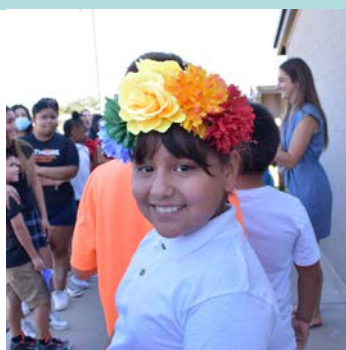


ASBA Resource Pages

Each year, ASBA creates dedicated webpages that contain a variety of resources that are available for board members and school districts to aid them in celebrating various heritage months and special themes. In 2022, dedicated webpages were created for Cesar Chavez Day, Hispanic Heritage Month, Native American Month, Black History Month and School Board Recognition.

All resource pages can be viewed on the ASBA website: azsba.org and click on the Resources tab > ASBA Resource Bank.

NATIONAL HISPANIC HERITAGE MONTH RESOURCES



BLACK HISTORY MONTH RESOURCES



NATIVE AMERICAN HERITAGE MONTH RESOURCES



Five reasons to value ASBA's salary surveys

ASBA conducts two annual salary surveys designed to study district compensation and benefits. One focuses on teachers, principals and district-level administrators and the other on superintendents.

This exclusive member benefit is designed to assist in determining fair and competitive salaries for school employees.

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 and ensure that the information is relevant to your employee population..
- 2 Peer-to-Peer Comparison**
 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 district morale.
- 4 Defensible Decision Making**
 The consistent use of salary surveys helps formulate a district's overall compensation strategy and forms a foundation for plans that are internally equitable and externally competitive. Survey data provides a relevant basis for districts decisions on salary, incentives, and bonus plans when meeting with senior management and the board.
- 5 Comparable and Dependable Data**
 Given the pace of change within the economic and employment landscape, using old data puts districts 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:
 Ben Adams | badams@azsba.org | 602-254-1100

Governor Hobbs Proclaims January 2023 'School Board Recognition Month'



Citing the meaningful contributions that school governing boards make to public education and are responsible for providing leadership that ensures a clear, shared vision of public education for their schools, Governor Katie Hobbs has proclaimed January 2023 as School Board Recognition Month in Arizona.

Governor Hobbs signed and read the proclamation and thanked ASBA's Board of Directors who traveled from all over the state to witness the historical moment. This is the first time in history that a Governor has recognized School Board Recognition Month in January. View the full proclamation here.

Thank you for your extraordinary service to help Arizona students thrive, and your commitment to your local school district and community. Districts across the state recognized school board members throughout the month. Glendale ESD celebrated their board members with a large display of thank you cards from students and staff, signs with their images, and sang "We Are Family" to them. Chandler USD thanked board members with a large banner and giant posters from students in the schools they serve displayed



in the board meeting room. The Agua Fria HS District posted special graphics on social media recognizing each board member.

Each year, ASBA prepares a School Board Recognition Month planning kit to help districts recognize their local school board. The kit is full of ideas for honoring board members and letting the community know about their many contributions. View ASBA's resource pages on our website's Resource Bank. ASBA members have full access to the Resource Bank.

Follow ASBA on Facebook and Twitter as we celebrate school board members and all you do.

A quick look at the Law Conference and County Meetings



School board members, district leaders and attorneys from around the state attended ASBA's Law Conference in early September 2022 where they discussed current legal issues in public K-12 education and learn more about trauma's effects on students, supporting family and community access and involvement, supporting students with disabilities.

They also heard from speakers including Rebecca Cokley, Judge Glenda Hatchett, Robert Kim, and "The Bad Kids" documentary directors Keith Fulton and Lou Pepe as well as former Black Rock Continuation High School Principal Vonda Viland, whose students and staff were featured in the film.



ASBA County Dinner Meetings, held from September through October 2022, provided opportunities for school board members to network with each other and meet with ASBA Board of Directors Executive Committee officers, ASBA staff and their locally elected county directors. The meetings also provided an opportunity to share state-level issues, celebrate board member training with awards, and hold elections for open county director positions.

Custom Virtual & On-Site Professional Development

Designed Just For Your Board

Invest In Your Team

Effective boards take time to learn and grow as a team. Research shows that boards that invest in their own learning and development achieve greater results for the students they serve. ASBA's customized board training and facilitation can help your board and leadership team move forward together.



Popular Sessions

Board Self-Evaluation Part 1 & 2: Using ASBA's online self-evaluation tool, boards will be able to review evaluation results with a neutral facilitator who can help guide the conversation and build consensus around focus areas the board would like to address. Boards may choose to continue on to Part 2 of this series during which the facilitator will help the board create goals and objectives around their identified focus areas.

Board Operations & Communication Protocols: Using district policy as a guide, an ASBA facilitator will help the board establish and document agreed-upon protocols for communication with each other, staff and community. This is an opportunity for boards to ensure their practices align to their policy and are well documented to provide consistency and continuity should there be changes to the board team.

Strategic Planning (Overview): In order for your entire leadership team to participate, an ASBA facilitator will take the lead guiding the team through a review of the strategic planning process, the district's current mission, vision, values and goals, and available data. The facilitator will then assist the team in identifying strengths and needs. An additional session would be beneficial to assist the leadership team with creating a timeline for next steps including the development of strategic goals.

Team Member Style: Building good working relationships with the members of your leadership team is critical to the success of the district. In this session, members will learn about four team member styles, identify the strengths and trouble spots of their style, and gain insights on how to work with other styles on their team. *Materials by HRDQ*

Have a Specific Need?

ASBA will work with your team to design a training that meets the specific needs of your board. Learn more about customized professional development opportunities by emailing Julie Bacon, Leadership Development Manager, at jbacon@azsba.org or by calling 602.254.1100.

2-Hour Sessions

Effective Board Meetings: This session 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 session.

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

Team Member Style: Building good working relationships with the members of your leadership team is critical to the success of the district. In this session, members will learn about four team member styles, identify the strengths and trouble spots of their style, and gain insights on how to work with other styles on their team. *Materials by HRDQ*

Search Ready: This workshop is designed to help boards come to consensus on the current

state and desired future state of the district in preparation for identifying criteria for a superintendent search.

Educational Equity (Overview): Student achievement is the school board's primary responsibility. With the diverse needs of students, ensuring every student is succeeding can be difficult. In this session, ASBA facilitators will cover what educational equity is (and is not) as well as introduce ASBA's Leading for Equity Framework, which provides steps boards can take to create conditions where every student can succeed.

Superintendent Evaluation Training: One of the primary responsibilities of governing boards is to evaluate the superintendent. In this session, the board and superintendent will have facilitated discussion around ASBA's new superintendent evaluation tool (or your own tool), the evaluation cycle and best practices for an evaluation that not only enhances the performance of the superintendent, but also that of your school district.

3-Hour Sessions

Board Operations & Communication Protocols: Using district policy as a guide, an ASBA facilitator will help the board establish and document agreed-upon protocols for communication with each other, staff and community. This is an opportunity for boards to ensure their practices align to their policy.

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 (Overview): An ASBA facilitator will take the lead guiding the team through a review of the strategic planning process, the district's current mission, vision, values and goals, and available data. The facilitator will then assist the team in identifying strengths and needs. An additional session would be beneficial to create a timeline and establish strategic goals.



Superintendent Evaluation and Board Self-Evaluation

The Value of Structured Evaluation

Evaluation is an essential part of the continuous improvement process. Many boards struggle with board self-evaluation and superintendent evaluation because they don't have a structured evaluation tool and process. ASBA is pleased to offer both board and superintendent evaluation tools. Both are research-based and easily completed. They also work together to assess progress and identify opportunities to make informed decisions that maximize district resources (people, time, money) and ensure student success. These tools are free as an included value of membership.

Board Self-Evaluation

Districts are required to assess staff and students yearly to provide accountability. Similarly, boards have the opportunity to self-evaluate and, while not required, it is a best practice in governance and aligns with the Eight Characteristics of Effective Boards*.

ASBA's board self-evaluation tool centers around five pillars of board service. They are conduct and ethics, vision, structure, accountability and advocacy. Each pillar has a number of corresponding benchmarks that allow boards to drill down into specific areas of strength and opportunity.

Upon request, the board and superintendent receive a link to the online evaluation tool. This evaluation is anonymous and can be completed in approximately 10 minutes. Following the completion of the survey, a detailed report will be sent to the district.

The report provides question-by-question data. It will allow your governance team to identify and prioritize areas of consensus to create board goals and inform superintendent/district goals.

ASBA also provides facilitation for the discussion of the detailed report and the creation of board goals. To see our facilitation offerings and request training: <https://azsba.org/services/training-board-support-services/custom-on-site-trainings/>.



BOARD SELF-EVALUATION

Superintendent Evaluation

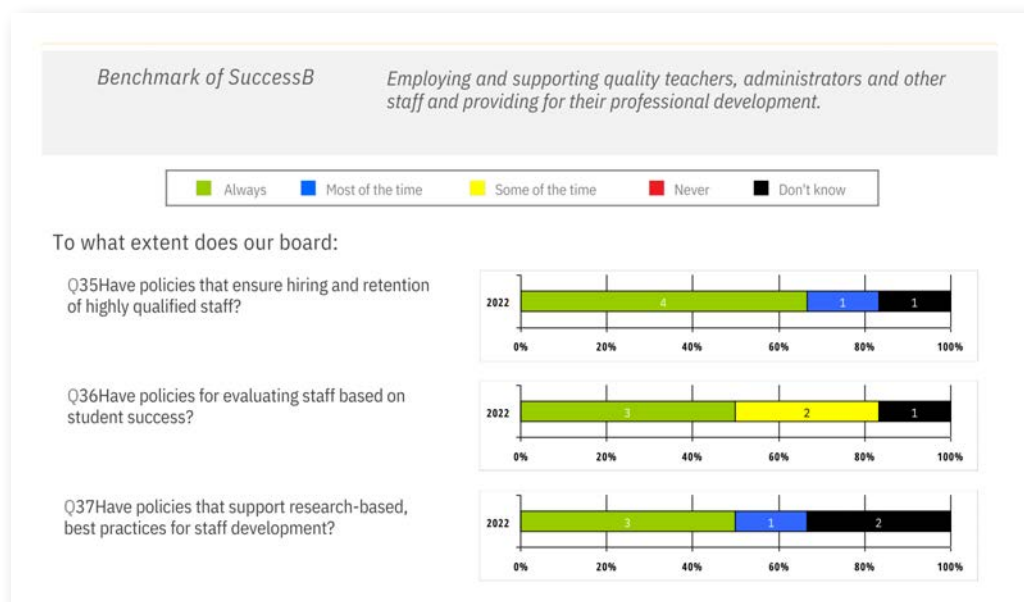
The superintendent evaluation tool, available from ASBA, has six domains, several standards under each domain and performance indicators for each of the standards. These domains, standards and indicators include the basic duties of the superintendent. We've also allowed the ability for board/superintendent teams to customize the tool by assigning weights to each domain, linking performance pay to the tool and incorporating yearly superintendent goals as part of this evaluation process.

The Arizona School Administrators and ASBA partnered to develop this comprehensive, standardized, evidence-based and flexible evaluation tool for school boards to utilize when administering the statutorily required yearly performance evaluation of the superintendent.

Ten school districts piloted the superintendent evaluation tool for 2021. The survey results from those districts showed that:

- 100% of board members agreed that the evaluation tool was effective in helping understand the key competencies of the superintendent's job.
- 100% of superintendents reported that the tool provided more clarity around the governing board's expectations.

ASBA can facilitate discussion of the superintendent evaluation tool with the board/superintendent team prior to the start of the evaluation process to ensure a successful and rewarding evaluation process for the superintendent and governing board. To see our facilitation offerings and request training: <https://azsba.org.services/training-board-support-services/custom-on-site-trainings/>



BOARD SELF-EVALUATION

For more information on the tool and/or to receive a copy of it, connect with Julie Bacon at jbacon@azsba.org.



Leadership | Guidance Superintendent Search

It All Begins With a Conversation



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.

Learn more by contacting Tracey Benson, Associate Executive Director, at tbenson@azsba.org

A Successful Track Record - Over 100 Searches in 11 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 the 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.



AZSBA Search



@AsbaExecSearch

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 president and vice president of the ASBA Hispanic-Native American Indian Caucus and president of the ASBA Black Alliance 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 and serve alongside the president and immediate past-president. 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 ASBA County Meetings in the fall. Self-nomination is accepted.

2. Join or Lead a Caucus or Alliance

The president and vice president of the ASBA Hispanic-Native American Indian Caucus and the president of the ASBA

Black Alliance also serve on the board of directors. Officers 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 review of ASBA's governance procedures and provide recommendations.

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 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 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 educational equity and the board's role in student achievement.

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.



MEET THE BOARD OF TRUSTEES



BARBARA UNDERWOOD
Chairman
Payson USD
Board Member



MARK AGUIRE
Vice Chairman
Liberty ESD
Board Member



CRYSTLE NEHRMEYER
Secretary
Oracle ESD
Superintendent



DR. SHEILA HARRISON-WILLIAMS
Treasurer
ASBA Executive
Director



ROBERT DEVERE
Tombstone USD
Superintendent



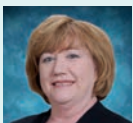
DESIREE FOWLER
Page USD
Board Member



CJ BECKSTROM
Buckeye ESD
Business Manager



DAN CONTORNO
Marana USD
Business Manager



MARCIE RODRIGUEZ
Cave Creek USD
Business Manager



PAUL ROETTO
Saddle Mountain USD
Board Member



TREENA BRADLEY
Roosevelt ESD
Business Manager



TROY THYGERSON
Dan Hinton
Accommodation
District
Superintendent



5 QUESTIONS TO ASK WHEN CONSIDERING A HEALTHCARE PLAN

Choosing the right group health insurance for the employees in your district is an important job. Ensuring your employees have the best coverage option(s) while meeting your schools long-term strategy to control costs and improve employee health and well-being plays a critical role in your school's success and in the retention of top talent.

ASBAIT, the The Arizona School Boards Association Insurance Trust has been successful in providing competitive and affordable employee health care benefit programs since 1981 to Arizona school employees and their families. ASBAIT benefits are exclusively available to ASBA member districts. Our strategy is simple: We set the standard for service, benefits and affordability.



Q: *Does our current healthcare provider support employees and their families on their health journey with advanced access to care?*

A: **ASBAIT offers**, at no cost to employees, services that help build a vibrant workplace, retain employees and improve long-term health. Value-added services include a wellness program with stipend and participation incentives; EAP; onsite health events for flu immunizations, mammograms, and biometric testing; and virtual programs such as skin screening and access to in home physical therapy sessions.

All district employees, not just those enrolled in ASBAIT may participate in the EAP and wellness program.

Q: *Is our existing PPO network coverage area regional or national?*

A: **ASBAIT offers** two PPO networks: a high-performance PPO network in Banner|Aetna, which pays providers for **quality** of care, not just **quantity** of care; and the Aetna Choice POSII national network. Access to in-network care is critical to effective cost management, while a high-performance network is focused on improving member health.

Q: *Is our current insurance program an effective recruitment and retention tool? What kinds of plans do we want to offer our employees?*

A: **ASBAIT offers** nine plan options, from the richest plans in the market to high deductible healthcare plans (HDHP) inclusive of health savings accounts (HSA). These benefit plan options provide a diverse range of cost, deductible and out-of-pocket expenses.

Q: *What type of reporting do we currently receive from our current healthcare provider?*

A: **ASBAIT provides** reporting so that you may gain an understanding of cost drivers and member behavior. With this information, our team can help you develop a strategic plan that is specific to your district's unique needs.

Q: *Is there a formal process required for receiving a quote for healthcare coverage?*

A: Operating under Arizona Revised Statutes Section 15-382, ASBAIT is available to provide proposals to your district without a formal process. ASBAIT can work directly with your school district or through healthcare consultants to obtain a quote. **ASBAIT's goal** is to help you achieve the lowest long-term cost, while providing comprehensive coverage and delivering high-quality, accessible and wellness-based health care benefit programs to Arizona school district employees and their families.

DID YOU KNOW?

- ASBAIT is the largest group healthcare pool in Arizona, serving only public school districts and community colleges
- We have provided 41 years of efficient and effective healthcare innovation to Arizona district employees.
- ASBAIT offers a full suite of benefits including nine medical plans, plus dental, vision, life, Health Savings Accounts and more
- By focusing on member health, ASBAIT sets the standard for service, benefits and affordability.
- Our sustainability is built through financial stability and low administrative costs
- Our national, Mexico and regional high-performance PPO networks focused on accessibility and quality of care.

By focusing on member health, ASBAIT sets the standard for service, benefits and affordability. Let ASBAIT, the largest group healthcare pool in Arizona serving only public school districts and community colleges, provide a proposal for services.

For more information please contact:

Chuck Nelson

chuck.nelson@meritain.com | 480-688-3284

VISIT US:



asbait.org

Join our #WednesdayWebinars

Can't attend live? Register for the webinar and receive the recording directly by email.



We are excited to offer our members **#WednesdayWebinars**. Members will have the opportunity to dig deeper into areas essential to their leadership role.

These monthly webinars are held on Wednesdays 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 the recording.

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

ALL WEBINARS ARE HELD WEDNESDAYS, 4 - 5 P.M.

Feb. 22, 2023

Understanding Employee Compensation and Benefits

March. 23, 2023

Decision-Making with an Equity Lens

April. 29, 2023

Community Engagement and Home Language

May. 10, 2023

Students' Rights

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/>

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 a productive member of the team.

For more information please contact:

Nick Buzan, Director of Legal and Policy Services | 602.254.1100

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

Book a Customer Service Training for classified staff



New Secret Shopper Service Available

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.

Measure Your District's Customer Service Standards

The ASBA Secret Shopper service measures the customer service process in the school and district department setting by using a third-party individual who reports back on their experiences in a detailed and objective way. The purpose of this service is to define

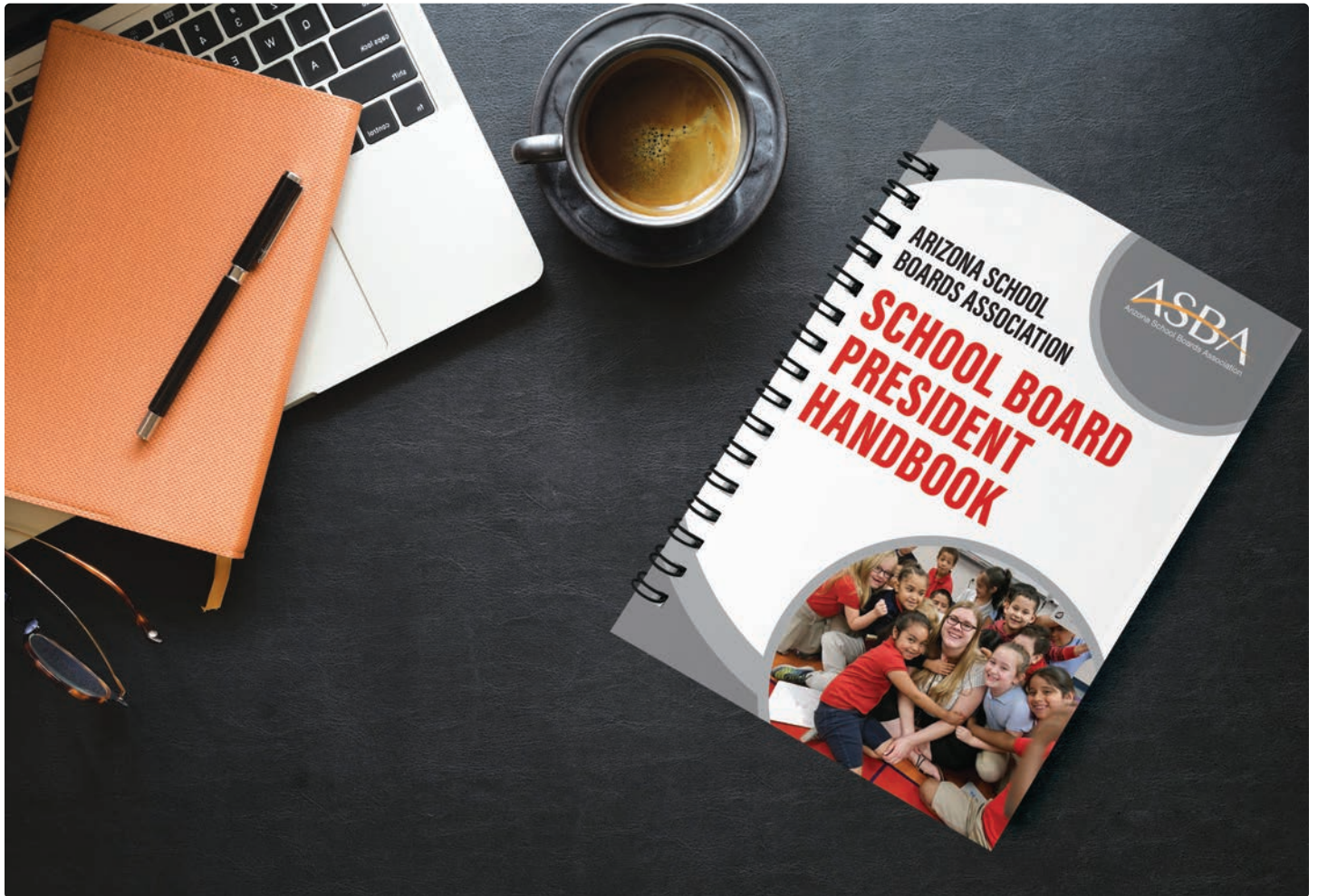
areas with a potential to improve by giving feedback on how the school and district department is perceived from a customer's perspective. Organizations that use this type of service in the right way can increase customer satisfaction and improve the overall experience.

ASBA's package includes in-person visits, phone call recordings and emails to each school and district departments. This is a great new service ASBA can now offer districts that want to measure customer service around the schools and identify what areas or information needs improvement district-wide.



**For more
information contact:
Ellen White
ewhite@azsba.org
602.254.1100**

School Board President Handbook



Serving as board president on a local school board is a job that comes with both great responsibilities and great rewards. ASBA developed the *School Board President Handbook* to help members with the challenges of this important role. The handbook covers five areas that focus on the roles of the board president, effective and efficient meetings, between meetings, managing board dynamics and more.

For many board members, taking on the role will feel more natural, since they have had the opportunity to observe board meetings as a member for many years. For others, it will be a totally new adventure and, as people sometimes say, “It’s not as easy as it looks!” We hope this handbook will make it easier and your board member’s tenure as president as smooth and productive as possible.

For more information on handbooks or other services, please go to the ASBA website (azsba.org) or call ASBA at 602-254-1100.

Receive ASBA text notifications

Your instant news
connection to
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registration and
hotel updates,
policy and other
important news.

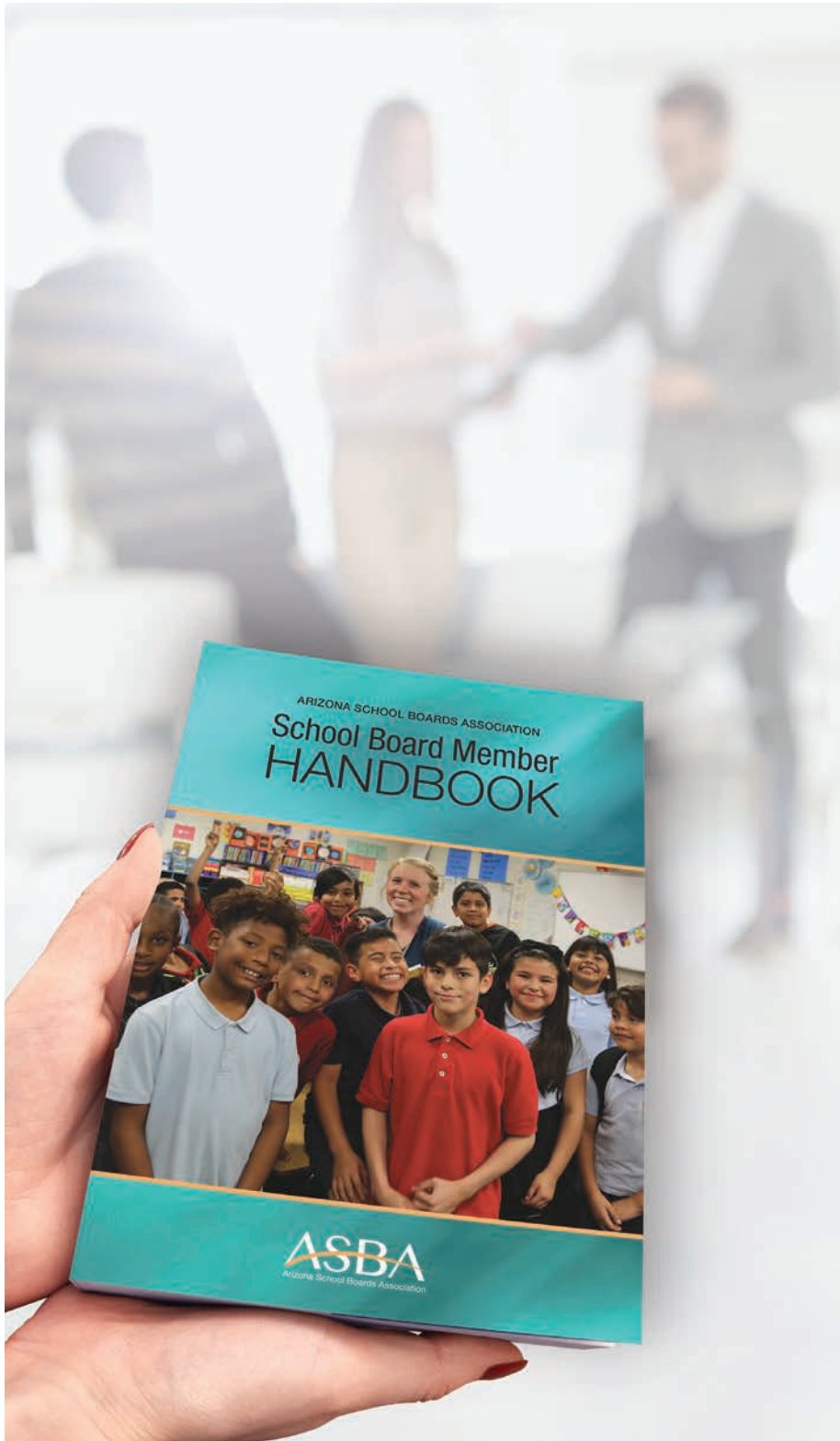


Subscribe now
by going to
azsba.org
and click on
Communications!

School Board Member Handbook

New school board members receive this handbook at New Board Member Orientation, but it is a useful resource for all board members. This handbook provides information about the association along with core areas new board members will need to learn in their new role. The handbook covers 13 core areas which include onboarding, legal structure of education, power and duties of the governing board, board meeting basics, policy and more.

For more information on handbooks or other services, please go to the ASBA website (azsba.org) or call ASBA at 602-254-1100.



ASBA 2023 Political Agenda

Approved by the ASBA Delegate Assembly, September 10, 2022

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.

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

- Maximize state funding for competitive salaries to attract, recruit, and retain talented teachers and staff, including support for the AZ 'teacher's academy and efforts to increase the diversity of the teaching workforce, and for difficult to fill positions.
- Revise the School Finance formula to:
 - o Provide a stable, dedicated revenue source less reliant on the general fund or annual legislative appropriation.
 - o Provide dedicated school capital funding consistent with the constitutional requirement of a general and uniform public school system.
 - o Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural & remote schools.
 - o Fund distance learning at 100%
- Amend the Constitutional aggregate expenditure limit to reflect current education funding levels and priorities via legislative referral to the voters.
- 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. Protect voters' intent in funding K-12 education and oppose legislation that attempts to supplant or divert additional voter-approved funding streams.
- 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 replacement of buildings that have exceeded their useful life. Advocate for capacity standards that reflect the design of instructional space.

- Eliminate unfunded mandates and administrative burdens.
- Protect desegregation funding and return it to a primary tax levy.
- Conduct an exceptional student services cost study to ensure students, including in rural or remote areas, receive adequate funding for the actual cost of their services, including early intervention.
- Adequately fund the cost of student transportation including adequate maintenance of school bus routes for rural schools.
- Provide full-time funding for preschool programs in the K-12 funding formula.
- 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.
- Give all districts the authority to provide affordable housing options to faculty and staff.

Preserve and Strengthen Local Control

- 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. Update requirements associated with school district voter-approved bonds and overrides to improve efficiency and permit more accurate presentations of estimated property tax rates.
- 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 to adopt open enrollment policies based on capacity.
- 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.
- Oppose any legislation that intends to lessen or curtail the legal authority of locally elected school boards including their authority to approve curriculum.
- Modify the number of signatures required for CTED board to align with similar school board candidates.

Improve Outcomes For All Students

- Increase the compulsory attendance age from 16 to 18 years or the attainment of a high school diploma or GED before the age of 18.
- Continue reforming English Language Learner models of instruction to increase integration of English Learners and give schools flexibility and resources to administer them. Advocate for the repeal of Prop. 203 and replace it with research-based bilingual education.
- Fully restore 9th and 13th grade CTE/CTED eligibility and funding to increase access to work-based learning and expand the window of opportunity students have to complete industry-recognized CTE programs.
- 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 limit 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. Rethink and redefine the role and purpose of standardized testing and develop meaningful assessments and other measurable outcomes.
- Support policy that protects school district employees and students from discrimination including on the basis of 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 (School 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.
- Support policy that encourages all eligible voters to exercise their right to participate in elections.

Arizona's Rural and Remote Schools

- Ensure that students in Arizona's small, rural and remote schools are considered by policymakers alongside students in large metropolitan schools.
- Equitably invest in technology and reliable internet access for all students.
- Protect rural and remote school districts from inequitable impact due to formula adjustments.

School Safety and Security

- Provide funding to individual districts to implement locally directed school safety programs as well as student mental health and wellbeing initiatives.
- Support policy that promotes social-emotional wellness as a critical component of improving school climate, safety, and learning for all students and staff.
- Arizona's school boards call upon all state, federal, tribal and local officials to address the causes of increased self-harm and violence at K-12 schools.
- Arizona's school boards call upon all state, federal, tribal and local officials to address the causes of increased gun violence directed at K-12 schools.

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

Become a member of Friends of ASBA today!



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2021 Guide to the 55th Legislature

Silver \$50

Monthly Insider Education Emails
Ribbon for all ASBA Conferences
Membership Card
Friends of ASBA Pin

Bronze \$20

Monthly Insider Education Emails
Ribbon for all ASBA Conferences

SIGN UP NOW!

<http://friendsofasba.org/membership/>

The

VALUE

of ASBA Membership

ASBA is Your Professional Association

The Arizona School Boards Association is your professional association, and we are proud to stand with you, respond to your needs and support the critical work of local governance.

ASBA is Arizona's champion for local control and community-based decision making. We have been since our founding 70 years ago. Our allegiance is to Arizona and our commitment is unwavering for a simple reason: When local decision-making thrives and governance is strong, open and effective, students win. That means Arizona wins.

First and foremost, ASBA is a service organization dedicated to meeting the ongoing, operational needs of Arizona school district governing boards in three core areas:

- Providing continuing education and leadership development.
- Providing products and services that support district success.
- Representing and advocating for the diverse needs of our membership.

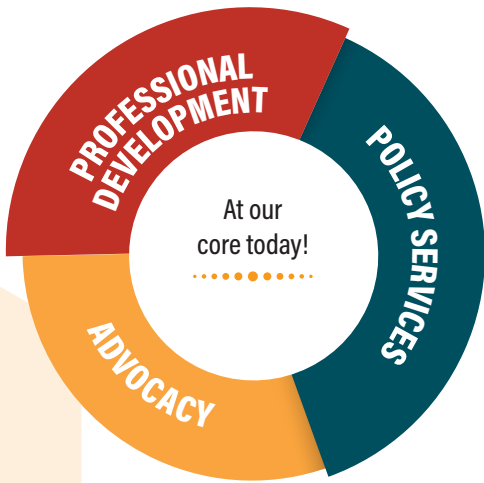
PROFESSIONAL DEVELOPMENT

Our Academy of Board Development is a prime example of ASBA's focus on continuing education and leadership development – **and one unlike any other available in the state.** School boards have unique requirements and responsibilities. A multitude of educational opportunities, offered through the Academy of Board Development, enable board members to select and attend workshops, conferences, events and webinars at which they can build knowledge, skills and understanding in areas that are important to them as they support their communities through board service.

ADVOCACY

Advocating for a legislative, regulatory and legal environment in which local school boards have the autonomy and resources to carry out their vision for their schools and communities is another important area of our work, and it has been from the start. **You, the members decide ASBA's position on issues based on the association's political agenda.**

Today, we are focused on the pressing issues of teacher and staff shortages, capital facilities, special education, transportation, and accountability, just to name a few. Those are the issues that unite us and make joining together as an association of school boards so impactful.



policybridge™

Our pricing equity model levels the playing field, enabling small rural districts to have these same critical, top-notch services as their large urban and suburban counterparts.

POLICY SERVICES

Policy is the foundation of board and district operations. ASBA model policies provide district boards the foundation necessary to operate a school system in compliance with state and federal laws and court and regulatory action. It's our privilege – and, we think, our responsibility – to offer access to this service to our members.

When school boards come together to share the cost of necessary services like these through an association like ours, more precious dollars can be put towards supporting student success.

Policy Service Subscribers

The Policy Services subscription provides a non-exclusive license for member districts to use the ASBA Model Policy Manual® and model policies subsequently provided in Policy Advisories as the basis for its District Policy Manual during the life of the policy services agreement.

ASBA model policy is compliance-based and continually updated to ensure that it reflects the most current state and federal laws and regulations, and opinions issued by courts and legal officers.

The Policy Services subscription also includes:

- Use of the PolicyBridge platform to edit and publicly post online the District Policy Manual.
- Access to the Policy Manual Review service (for an additional fee; recommended every four years)
- Policy amendment assistance
- On-call consultation with our team of policy and governance experts
- An employee handbook service is available to policy subscribers as well



EXCLUSIVE BENEFITS OF MEMBERSHIP



	MEMBERS ONLY	NON-MEMBERS
Individual members of a district member governing board and district staff:		
May attend ASBA workshops, conferences and events at the member rate	✓	✓*
May consult with ASBA staff on a wide variety of topics related to the work of the governing board.	✓	
Receive the annual ASBA Journal Magazine	✓	
Receive the ASBA Connect e-newsletter	✓	
Receive AZEdNews e-weekly.	✓	✓*
May be appointed to serve on ASBA committees and task forces (governing board members only).	✓	
May be elected to serve on the ASBA Board of Directors (governing board members only).	✓	
Administrative professionals who support the governing board and superintendent may participate in the Arizona School Administrative Professionals listserv.	✓	✓*
District member governing boards may:		
Subscribe to ASBA Policy Services	✓	
Utilize ASBA's Executive Search Service	✓	
Utilize ASBA's customized professional development and facilitation services.	✓	✓*
Receive salary and benefits information for superintendents, administrators and teachers from annual ASBA surveys	✓	
Customize an employee handbook model document that addresses conditions of employment and related topics important to district employees.	✓	
Participate in insurance programs offered by ASBAIT, the Arizona School Boards Association Insurance Trust.	✓	
Subscribe to the BoardDocs e-governance platform at the discounted ASBA member rate.	✓	
District member boards have the following voting privileges:		
A delegate of each district member board may vote at the Delegate Assembly, where ASBA's Political Agenda is determined.	✓	
Each district member board may cast a vote on amendments to the ASBA Bylaws.	✓	
A delegate of each district member board may vote at the association's annual business meeting, where officers are elected.	✓	
District member boards are also eligible to submit Political Agenda proposals and bylaw change proposals.	✓	

*Non-member rates are double the member rate.

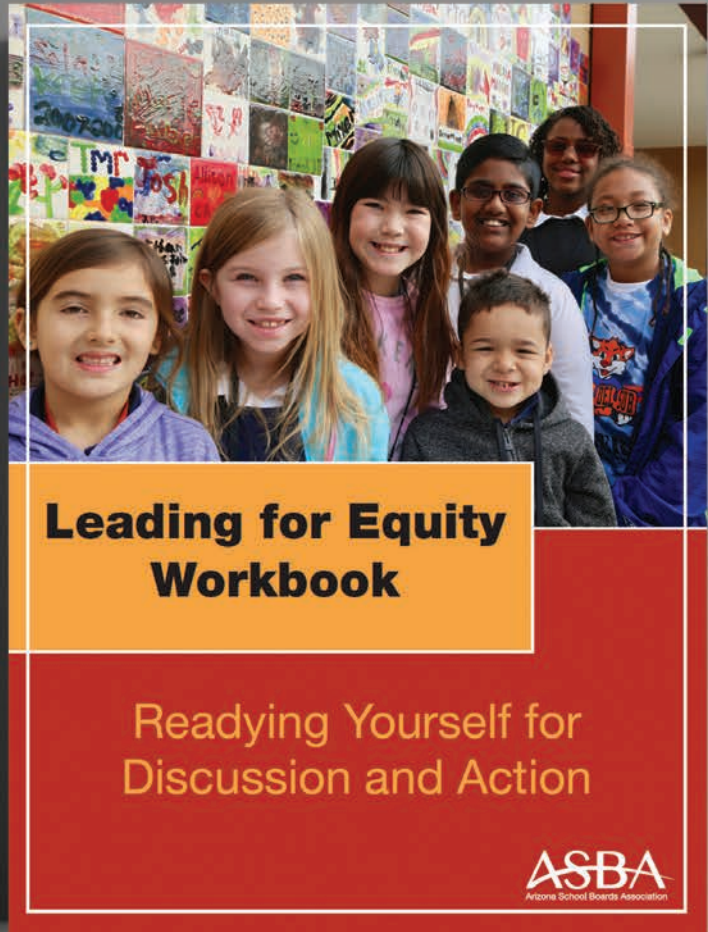


Leading for Student Achievement

The new Leading for Student Achievement 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 activities designed to assess their current efforts, opportunities and successes.

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



For more information contact Tracey Benson, Associate Executive Director, at tbenson@azsba.org or call 602-254-1100.



Looking for policy answers?

Turn to ASBA's Policy Services team

When questions arise for school governing board members making policy decisions, they can get answers from a trusted resource – ASBA's Policy Services team.

"Board members are the policymakers of the district," said James Bryce, ASBA Board of Directors president and Solomon Elementary School District governing board member.

Board members can find out more from their superintendent, other board members, district staff and ASBA Policy Services experts "who respond and provide support when you need it," said Monica Trejo, ASBA Board of Directors past-president and Tempe Elementary School District governing board member.

Board members can call 602-254-1100 or email rwatson@azsba.org to reach out to ASBA's Policy Services team led by ASBA Director of Legal and Policy Services Nick Buzan, ASBA Policy Analysts Dr. Charlotte Palmer and Lynne Bondi and Policy Technical Assistant Renae Watson.

Gadsden Elementary School District Governing Board Member and ASBA Treasurer Tadeo De La Hoya said when started in 2008, "ASBA Policy Services stepped up for me, really

guided me and taught me how to find policy and where to go to get answers for myself."

Get acquainted with your district's policies, then contact ASBA Policy Services with your questions, said Desiree Fowler, ASBA Board of Directors president-elect and Page Unified School District governing board president.

"When I was feeling a little unease with certain policies or situations, I always referenced back to ASBA and asked, 'Hey, what is this about?' or 'How is this?' because a second opinion is always good," Fowler said.

ASBA Policy Services also shares what's behind those statutes and regulations.

"Being able to talk to somebody who understands what you do as a school board has a ton of value," Bryce said.

"It's important that board members have an organization we can call on and ask for support and guidance from when it comes to policy, because policy is a big piece of our role," Trejo said.



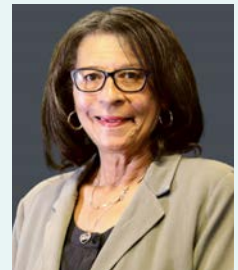
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Lynne Bondi
Policy Analyst
lbondi@azsba.org



Renae Watson
Policy Services
Technical Assistant
rwatson@azsba.org

2023

ASBA POLICY SERVICES RECOMMENDED AND REQUIRED DATES

JANUARY

S	M	T	W	T	F	S
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NOVEMBER

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DECEMBER

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31						

The policy services team maintains a calendar of recommended and required dates for subscribers. This calendar is not a comprehensive list of every event that ASBA offers or every date a board member must know about. Instead, it is a comprehensive list of statutory deadlines and where those deadlines are listed in the ASBA model policy manual. The calendar is intended for use by district administrators in conjunction with the ASBA policy manual. For example, state law requires that boards hold an organizational meeting between January 1st and January 15th following the election.

This required action is placed in Policy BDA – Board Organizational Meeting. The calendar notifies subscribers that the action must occur in January and that the specifics of the requirement are in BDA and A.R.S. 15-321. ASBA also created a colorful calendar that is intended as a companion piece to the more detailed calendar created by policy services. This calendar may be used by district administrators and executive staff to identify deadlines to achieve statutory compliance.

Jan 1-15	BDA—Board Organizational Meeting
Feb 28	JQ—Student Fines, Fees, and charges
Mar 31	JFAB—Tuition/Admission of Nonresident Students
Apr 1	IHB—Special Instructional programs
Apr 15	EB—Environmental and Safety Program
May-Jun	Sine Die, the Arizona legislature adjourns its session annually in May or June, usually.
May 15	DBC-R—Budget Planning, Preparation, and Schedules
June 30	JFAB—Tuition/Admission of Nonresident Students
Jul-Aug	Receive Policy Advisories reflecting changes in state law
July 1	IHB—Special Instructional Programs IHBB—Gifted and Talented Education
July 5	DBC-R—Budget Planning, Preparation and Schedules
July 15	DB—Annual Budget IHAA—English Instruction
Aug 29	DBC-R—Budget Planning, Preparation and Schedules
Sep-Oct	Conduct first and second reads of annual policy advisories
Sept 1	JEB—Entrance Age Requirements
Sept 15	IHAA—English Instruction
Sept 30	JFAB—Tuition/Admission of Nonresident Students
Oct 1	IHB—Special Instructional programs
Oct 15	DIC—Financial Reports and Statements FA—Facilities Development Goals/Priority Objectives GCBA—Professional Staff Salary Schedules
Nov 15	JLCB—Immunizations of Students
Dec 31	JFAB—Tuition/Admission of Nonresident Students

Planning Ahead

JANUARY - APRIL

JAN

Jan 1-15

BDA—Board
Organizational Meeting



MAR

Mar 31

JFAB—Tuition/Admission
of Nonresident Students

APR

Apr 1

IHB—Special
Instructional programs

Apr 15

EB—Environmental and
Safety Program

ASBA POLICY SERVICES

2023

FEB

Feb 28

JQ—Student Fines, Fees,
and charges



MAY – AUGUST

MAY

May 15

DBC-R—Budget Planning,
Preparation, and
Schedules



JUL

Jul 1

IHB—Special Instructional
Programs

IHBB—Gifted and
Talented Education



AUG

Aug 29

DBC-R—Budget Planning,
Preparation, and
Schedules

2023

JUN

Jun 30

JFAB—Tuition/Admission
of Nonresident Students

Jul 5

DBC-R—Budget Planning,
Preparation, and
Schedules

Jul 15

DB—Annual Budget
IHAA—English Instruction

May-June – Sine Die, the Arizona legislature adjourns its session annually in May or June, usually.

July-August – Receive Policy Advisories reflecting changes in state law.

Planning Ahead

SEPTEMBER – DECEMBER

SEP

Sep 1

JEB—Entrance Age
Requirements

Sep 15

IHAA—English Instruction

OCT

Oct 1

IHB—Special
Instructional programs

Oct 15

DIC—Financial Reports
and Statements
FA—Facilities
Development Goals/
Priority Objectives
GCBA—Professional Staff
Salary Schedules



DEC

Dec 31

JFAB—Tuition/Admission
of Nonresident Students

ASBA POLICY SERVICES

2023

Sep 30

JFAB—Tuition/Admission
of Nonresident Students



NOV

Nov 15

JLCB—Immunizations
of Students

September-October – Conduct first and second reads of annual policy advisories.



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 Daniel J. Stoops (1934-2015)
 Robert W. Warden (1930-2012)
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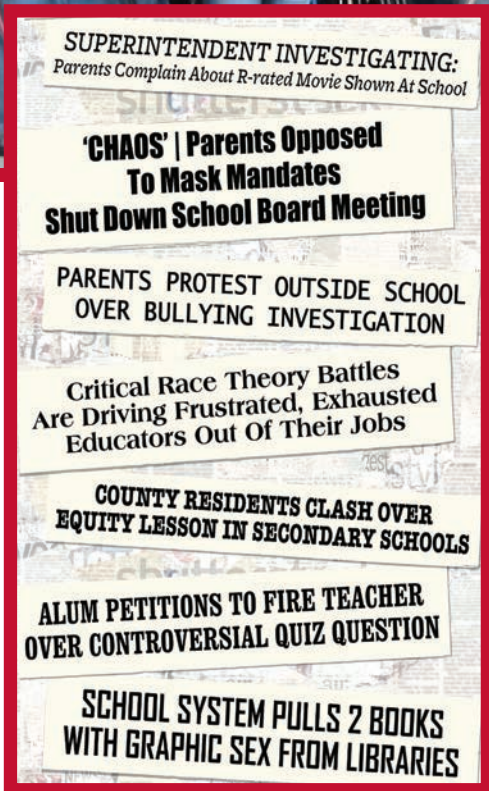
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*Dr. Sheila Harrison-Williams,
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REGISTRATION OPENS APRIL 17 AND CLOSES MAY 26, 2023