

ARIZONA SCHOOL BOARDS ASSOCIATION

JOURNAL

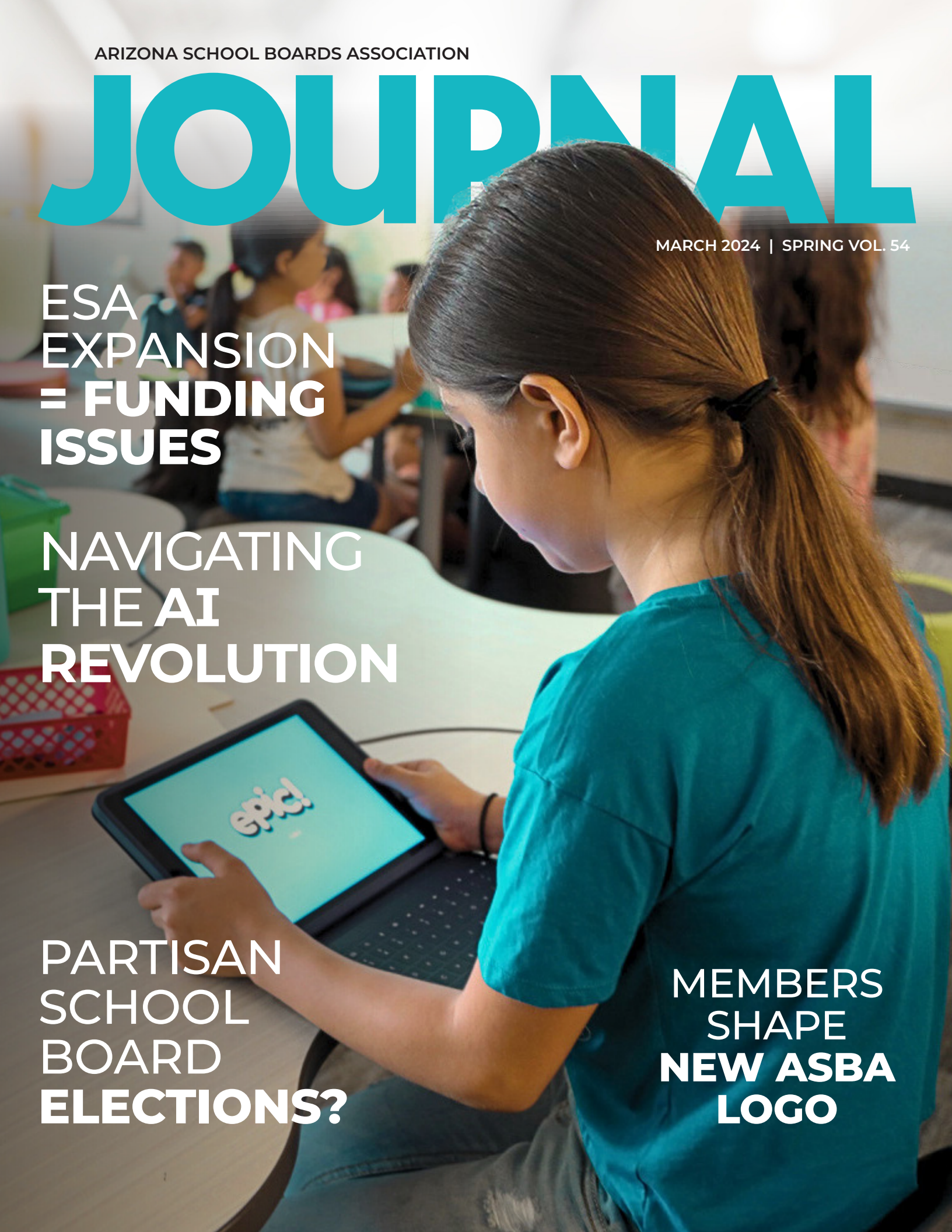
MARCH 2024 | SPRING VOL. 54

ESA
EXPANSION
= **FUNDING**
ISSUES

NAVIGATING
THE AI
REVOLUTION

PARTISAN
SCHOOL
BOARD
ELECTIONS?

MEMBERS
SHAPE
NEW ASBA
LOGO



Quality leadership and advocacy for children in public schools.

OUR VISION

The best schools in every Arizona community.

OUR MISSION

We cultivate excellence in locally-governed school districts.

OUR KEY FUNCTIONS

- Provide training and leadership development.
- Represent and advocate for the diverse needs of our membership.
- Provide products and services that support district success.

OUR CORE BELIEFS

- The basic life needs of children must be met for them to succeed.
- Meeting the unique educational needs of all students must be the foundation of our school systems.
- The governance of publicly-funded schools must lie with locally-elected and publicly-accountable governing boards.
- The responsibility for student success is shared by students, parents, governing board, district staff and the community.
- Public education funding must be broad-based, stable and at a level that assures all students are successful.
- Knowledgeable and professionally trained governing board members are fundamental for ensuring student success.
- Closing the opportunity and achievement gap is a moral and economic imperative that must be addressed to ensure all Arizona's students are successful.
- Systemic inequities must be removed so every student achieves their fullest potential.

EDUCATE. ADVOCATE. ELEVATE.

Officers

President Desiree Fowler, Page USD

President Elect Tadeo De La Hoya, Gadsden ESD

Treasurer John Sparks, Sahuarita USD

Secretary Mitra Khazai, Madison ESD

Past President James Bryce, Solomon ESD

County Directors & Caucus Leadership

Apache Arnold Goodluck, Sanders USD

Cochise Nelson Daley, St. David USD

Coconino Dorothy Denetsosie Gishie, Flagstaff USD

Gila Jacque Sanders, Globe USD

Graham Mike DeLaO, Safford USD

Greenlee Kelly Baker, Morenci USD

La Paz Carolyn Freedman, Bicentennial UHSD

Maricopa Armando Montero, Tempe UHSD

Maricopa Melissa Ewing, Peoria USD

Mohave Sarah Hall, Western Arizona Vocational Education #50 (WAVE) Career and Technical Education District

Navajo Jeremy Curtis, NATIVE: Northeast Arizona Technological Institute of Vocational Education

Pima Wendy Effing, Flowing Wells USD

Pima Chris King, Vail USD

Pinal Roger Biede, Florence USD

Santa Cruz Robert Rojas, Nogales USD

Yavapai Karen McClelland, Sedona-Oak Creek USD

Yuma Juan Castillo, Somerton ESD

Black Alliance Rachel Barnett, Littleton ESD

Hispanic/Native American Indian Caucus

Chair Cesar Lopez, Nogales USD

Vice Chair Joseph Bia, Kayenta USD

Rural Alliance Chair Sherri Jones, Florence USD

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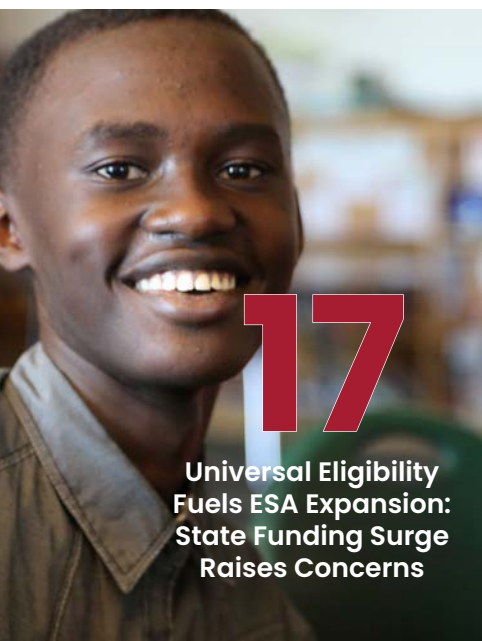
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Meet the ASBA Team

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*We support and guide
our member school
districts. Contact us
with questions and for
additional information.*

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Building Bridges: Answering the Call to Resilience in ASBA

Greetings ASBA Members,

As the President of the Arizona School Boards Association (ASBA), I am honored to share with you my journey, passion and vision for creating positive change in our educational landscape. My name is Desiree Fowler, and I hail from the Edgewater and Redhouse clans with familial ties to the Mexican People and Bitterwater clans. My cultural identity deeply influences my perspective and commitment to advocating for education and representation.

My journey with ASBA has been one of dedication, advocacy and empowerment. As the first Native individual to hold the esteemed position of President, I am committed to championing inclusivity, equity and diversity within our association and beyond. I firmly believe that every student, regardless of background or circumstance, deserves access to a quality education that prepares them for a bright future.

In my role as President, I have worked tirelessly to advance the mission, vision and strategic plan of ASBA. My advocacy efforts extend beyond titles and positions, grounded in a humble mindset that values true potential over status. I am deeply committed to fostering inclusivity and equity, particularly for students from border town and Native communities.

My work within ASBA and the Page Unified School District (PUSD) has led to transformative initiatives that empower students and uplift communities. From facilitating visits for Navajo Language and UNITY Club members to the nation's capital during the NAFIS Conference to advocating for the representation of Arizona's Native students, my goal is to ensure that every student has a voice and an opportunity to succeed.

*Together, we can
make a difference.
Together, we can
empower change.*



But I cannot do this alone. I need your help. I invite each and every one of you to get involved with ASBA and join me in our mission to create positive change in education. There are countless ways to contribute, whether it's serving as a delegate, joining a committee, or volunteering to serve as a county director or member of the board of directors. Your voice, your perspective and your passion are invaluable assets to our association and our collective efforts to build a brighter future for all students.



I recognize that the past year has presented challenges for our association. Like many organizations, we have faced uncertainties and obstacles that have tested our resilience. However, I firmly believe that adversity breeds opportunity. It is during these difficult times that we have the chance to strengthen our bonds, rebuild trust and forge a path forward

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Every child deserves the right
to reach their **maximum potential.**

Put your school on **the path to progress.**

Contact: Sarah Ali
Director of Program Development
saraha@zrpath.com
Office: 480-518-6826



together. As ASBA President, I am dedicated to creating opportunities to improve member relationships, foster collaboration and work together to build a stronger, more unified association. Let us turn challenges into opportunities and emerge from this experience stronger and more connected than ever before. Together, we can overcome any obstacle and achieve our shared goals for the betterment of our schools, communities and students.

Together, we can make a difference. Together, we can empower change. I am grateful for your support, dedication and commitment to ASBA, and I look forward to working alongside each of you as we continue our journey toward a more inclusive, equitable and empowering educational landscape.

In solidarity,

Desiree Fowler

President, Arizona School Boards Association





Moving Forward Together: Updates and Appreciation from ASBA

Dear ASBA Members,

I recently saw a quote from Aristotle: "We are what we repeatedly do. Excellence, then, is not an act but a habit." ASBA is embarking on a journey to make excellence a habit in our association. To create a habit, you need a strong foundation where excellence can thrive and grow. The staff and board of directors have begun laying that foundation as the year starts. I am happy to share updates on recent developments with you and highlight future initiatives within our organization.

Executive Director Search

We reached a significant milestone in our search for the next Executive Director of ASBA. The deadline for proposals from search firms closed on February 5, 2024, with six proposals received. Additionally, a survey was conducted to gather input from members regarding the qualities they would like to see in the next Executive Director. The survey findings, compiled from responses from 42 members, emphasized the importance of strong communication skills, team collaboration abilities and visionary leadership qualities. Over 70 percent of respondents highlighted the significance of experience in education-related organizations, with a preference for local candidates indicated by over 78 percent of respondents.

Timeline for the Executive Director Search

The executive director search committee, comprised of members from diverse backgrounds across Arizona, was established to review search firm proposals and select by early March. GR Associates was selected as the search firm. The committee's recommendation was ratified by the entire ASBA Board of Directors in March as well. The committee is currently establishing a timeline and criteria for the Executive Director application process, incorporating the survey results to inform their decisions. The committee's aim is to select someone to start by July 1, 2024.



The committee members include Desiree Fowler, ASBA President; Tadeo De La Hoya, ASBA President-Elect; John Sparks, ASBA Treasurer; Mitra Khazai, ASBA Secretary; Mike Hughes, ASBA Past President; Ed Buster, Vail USD Board Member; and John Fung, former Arizona Association of School Business Officials Executive Director.

Regional Superintendents' Meetings – Restoring the Association's Integrity

We actively engaged with members through regional superintendents' meetings across the state, with upcoming meetings scheduled in Navajo/Apache, Pima, Graham/Greenlee, and Cochise counties. Efforts are being made to schedule meetings in Maricopa, La Paz, Coconino, Gila, and Santa Cruz counties. These meetings provide a valuable platform to share updates, gather feedback, and discuss plans for moving forward as we work towards restoring the trust and integrity of ASBA.

Updates on Resolutions & Past Presidents Outreach

Our Executive Committee Officers contacted districts that submitted resolutions and ASBA past presidents who called for action. This ongoing outreach initiative by the officers' addresses concerns, fosters dialogue, and ensures that all members' voices are heard.

In my role as Acting Executive Director and a long-time member of the ASBA staff, you have my commitment that the staff and I will be here to service the needs of our membership. To strengthen our association, we will need you, our members, to be the mortar that makes the foundation solid.

Please stay connected with ASBA and remain actively involved in shaping your organization's future. Your engagement and contributions are essential as we work towards our shared vision – making excellence a habit. Thank you for your continued support and commitment to ASBA.

Sincerely,

Ellen White

Acting Executive Director
Arizona School Boards Association

"You have my commitment that the staff and I will be here to service the needs of our valued members"

Meet ASBA's 2024 Board of Directors



Executive Committee Members



Desiree Fowler

President
PAGE USD



John Sparks

Treasurer
SAHUARITA USD



James Bryce

Past-President
SOLOMON ESD



Tadeo De La Hoya

President-Elect
GADSDEN ESD



Mitra Khazai

Secretary
MADISON ESD



ASBA is excited to introduce this year's Board of Directors to members. The Board 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.

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ASBA 2024 Board of Directors Executive Committee members (from left to right) Secretary Mitra Khazai, Treasurer John Sparks, President-Elect Tadeo De La Hoya and President Desiree Fowler. Photo by Jade Frazier/ ASBA

School board delegates elected the secretary, treasurer, and president-elect to the Executive Committee of the ASBA Board of Directors at the ASBA Annual Business Meeting on Thursday, Dec. 7, 2023, 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.

2024 County Directors





Roger Biede

Pinal
FLORENCE USD



Karen McClelland

Yavapai
SEDONA-OAK CREEK USD



Robert Rojas

SANTA CRUZ
NOGALES USD



Juan Castillo

Yuma
SOMERTON ESD

Welcome

2024 Alliance and Caucus Leaders



Cesar Lopez

**Chair,
Hispanic/Native
American Indian
Caucus**
NOGALES USD



Rachel Barnett

**Chair,
Black Alliance**
LITTLETON ESD



Joseph Bia

**Vice Chair,
Hispanic/Native
American
Indian Caucus**
KAYENTA USD



Sherri Jones

**Chair,
Rural Alliance**
FLORENCE USD
*The Chair of the Rural
Alliance is not currently
serving on the ASBA
Board of Directors*

Constructing Leadership Success:

Building Impactful Toolkits for Leaders

Embark on a journey to construct leadership success at the BOLTS Professional Development Seminar — a unique opportunity intricately designed to build impactful toolkits for leaders. Register now through April 10 at azsba.org/event/board-operations-leadership-training-seminar-2024/

Immerse yourself in a transformative experience crafted to equip school boards, superintendents and administrative assistants with the essential tools for effective educational governance and leadership.

Save the Date: April 19, 2024, 9 a.m. – 3:15 p.m.

Location: Desert Willow Conference Center, 4340 E Cotton Center Blvd, Phoenix, AZ 85040

Fee: Member district: \$175/person.
Non-member: \$350/person.
Includes continental breakfast and lunch.
On-site registration incurs an additional \$50 cost.

Event Highlights: Nuts and Bolts of School Boardsmanship: Dive deep into components of successful leadership and gain insights to shape governance.

Preview Session Topics:

- It's Foundational: The Organizational Meeting
- Let's Frame It: Open Meeting Law
- Rules of the House: Board Member Code of Ethics and Shared Agreements
- What We Build Upon: Board Policy and Policy Review
- Where's the Money: School Finance in a Nutshell
- Everyone Has a Job: Board Meeting Roles and Responsibilities

- The Blueprint for Meetings: Agenda Prep
- What We Build Upon: Policy Bridge and Policy Review
- Head of Household: The Board Presidency
- The Outlook: Legislative Update

Networking Opportunities: Forge collaborative partnerships, engage in discussions and share best practices to shape the future of education in your community.

ASAP Sessions: Tailored sessions to elevate and support the role of the superintendent and board administrative professional.

Dynamic Leadership Insights: Stay ahead of the curve with trends and strategies in educational leadership. Equip yourself with tools to tackle evolving challenges.

Join us in Phoenix for the BOLTS Professional Development Seminars, where we'll construct impactful toolkits for leaders together!

Registration now open and closes April 10, 2024
Register now at azsba.org/events

Board Operations and Leadership Training Seminar



Universal Eligibility Fuels ESA Expansion: State Funding Surge Raises Concerns

The number of students enrolled in Empowerment Scholarship Accounts (ESA), vouchers that pay for students' private school tuition with public tax dollars, continues to grow, according to a report released in January 2024.

From July 1, 2023 to September 30, 2023, there were 66,457 students enrolled in the ESA program, more than 75% of students were eligible under the universal K-12 category and more than 55% of students received ESAs that ranged from \$7,000 to \$7,999, according to The Arizona Department of Education | Empowerment Scholarship Account program – Fiscal Year 2024 Quarter 1 Report that was presented to the Governor, the President

of the Senate, the Speaker of the House of Representatives, the Director of the Joint Legislative Budget Committee and the Director of the Governor's Office of Strategic Planning and Budgeting.

"Arizona Department of Education has been updating the ESA count weekly, and since I began tracking in mid-August 2023, the average is an additional 427 students enrolled into the program every week," said Dr. Anabel



Aportela, Ph.D., education consultant. “Since the beginning of 2024, the weekly average is 373 per week.”

When ESAs were created in 2011, only students with disabilities were eligible to use them and students needed to be previously enrolled in a public school.

Over the years, the Arizona Legislature expanded ESA eligibility to include students who attended D- or F-rated schools, students whose parents served in the military, students who are adopted or in foster care, students who will be adopted soon, students who reside on a Native American reservation, students with a sibling with an ESA, preschool students with a disability and students whose parents are deaf, blind or hard of hearing.

In the 2022–2023 school year, ESA eligibility expanded to all K–12 students in the state, regardless of whether they had been previously enrolled in a public school.

“Fully 75% of the kids on the program are universal applicants now. As time goes on it gets harder to determine how many would fall in the other categories, but as of now we know a substantial number of those students have no prior affiliation with the public school system,” said Chris Kotterman, director of governmental relations for ASBA.

Also, while English Language Learners make up about 9.2% of students statewide, only 188 English Language Learners, or about 0.6%, are enrolled in the ESA program, according to *Understanding the Cost of Universal School Vouchers: An Analysis of Arizona’s Empowerment Scholarship Account Program* published Feb. 12, 2024 by Learning Policy Institute.

“The Legislature’s own budget office projects that ESAs will increase in cost by \$121.3 million for Fiscal Year 2025. This would bring the total cost to \$824.5 million in general fund dollars,” Kotterman said.

Between the 2021–2022 and 2022–2023 school years, the ESA program expanded 409% from 12,127 to 61,689 students, according to the *Understanding the Cost of Universal*



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School Vouchers report published by the Learning Policy Institute.

Nearly all that growth – 91% – came from students eligible under the new universal K-12 category. Slightly more than 71.2% of the students who received ESAs under universal K-12 eligibility did not previously attend a public school, thus adding new costs to the state education budget, that report showed.

“Proponents of ESAs point to an overall cost savings in the K-12 formula as evidence the state can afford to support the program. That assumes however that the state would be supporting all those students anyway. We know from previous reports that students who have never attended public school and who never would have enrolled in the ESA program under the universal option,” Kotterman said. “This amounts to the state subsidizing the tuition of students who it would never have been responsible for.”

“I think it is beyond debate at this point that if we did not have universal eligibility under the current rules, the state would be paying substantially less for the ESA program,” Kotterman said.

About 2.4% of Arizona’s students had ESAs in 2022–23, at a total cost of \$587.5 million, which is a \$398.7 million, or 211%, increase over the cost of vouchers the previous year, according to the Understanding the Cost of Universal School Vouchers report published by the Learning Policy Institute.

ESAs make up 8.8% of the \$6.7 billion total Basic Student Aid funding in 2022–23, the report showed. Based Arizona Department of Education data, the number of students using the voucher increased by 10,739 students, or 17.4%, in the 2023–24 school year. The increased enrollment has resulted in a total cost of the ESA program of at least \$708.5 million, according to the Understanding the Cost of Universal School Vouchers report published by the Learning Policy Institute.

"The estimates in their report largely match our estimates of the cost, however, we don't know how many students with disabilities were not previously enrolled in a public school. Since the original ESA program required a student to be previously enrolled, these students are also a 100% new cost to the general fund," Dr. Aportela said.

The increased impact ESAs have had on the budget has led some to discuss possible solutions.

"The governor has proposed a number of solutions in the past including capping the program or reinstituting the prior public school attendance requirement. So far, those measures have met with stiff resistance at the Legislature," Kotterman said.

"Because the ESA statute has been made so permissive, there really is not a way to control cost to the general fund other than narrowing the program's eligibility

“

Between the 2021-2022 and 2022-2023 school years, the ESA program expanded 409% from 12,127 to 61,689 students.

requirements," Kotterman said.

"Simply put, dollars spent on ESAs are dollars that are not available for other expenditures."

"Proponents of the program say that because the total funding for K-12 ADM came in

under projections, there isn't a problem. But budgeting doesn't work that way. The state has in excess of a \$1 billion budget deficit," Kotterman said.

Researchers continue to examine other aspects of the ESA program.

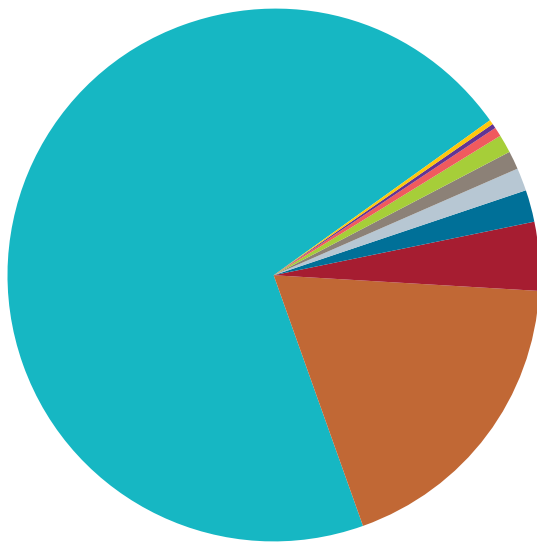
"There's a number of outstanding questions, mainly around where ESA students come from, for example, how many were previously in a private school? In a home school?" Dr. Aportela said.

"And just as important, how many students return to public schools from an ESA?" Dr. Aportela said. ■



Number of Students by Eligibility Category*

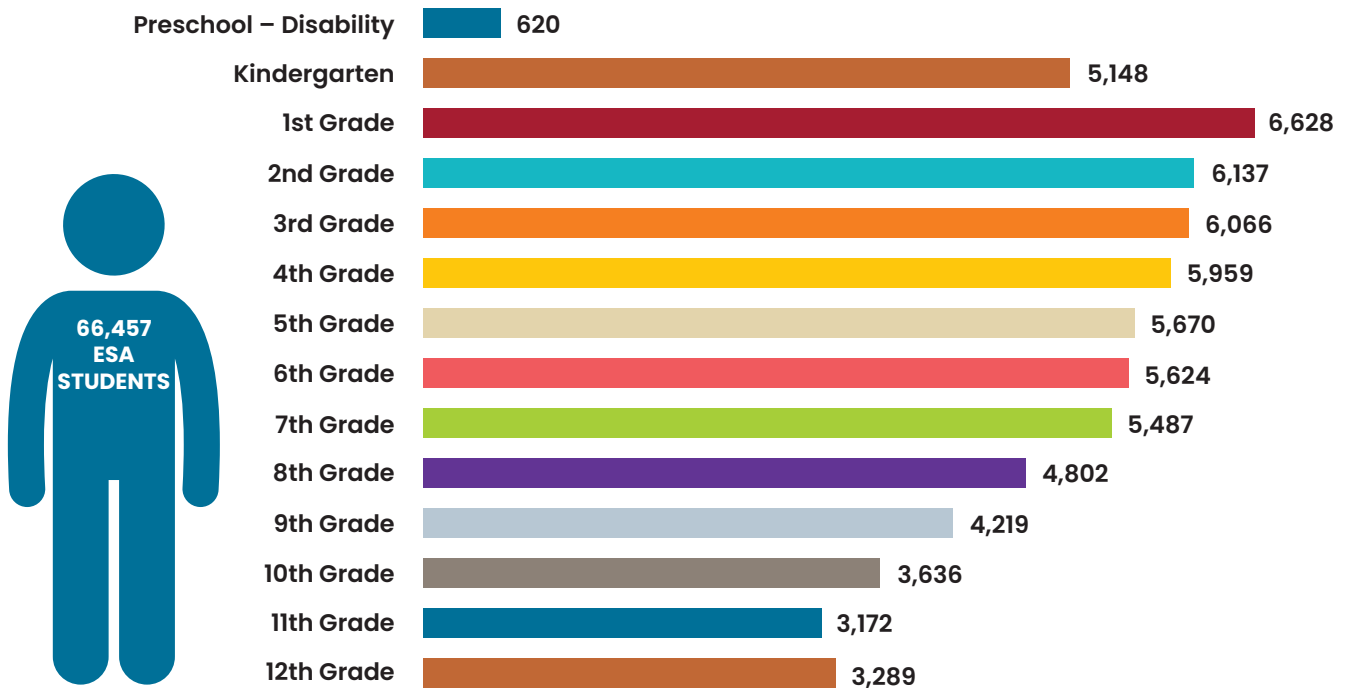
FISCAL YEAR 2024—QUARTER 1



66,475 STUDENTS

Number of ESA Students by Grade Level*

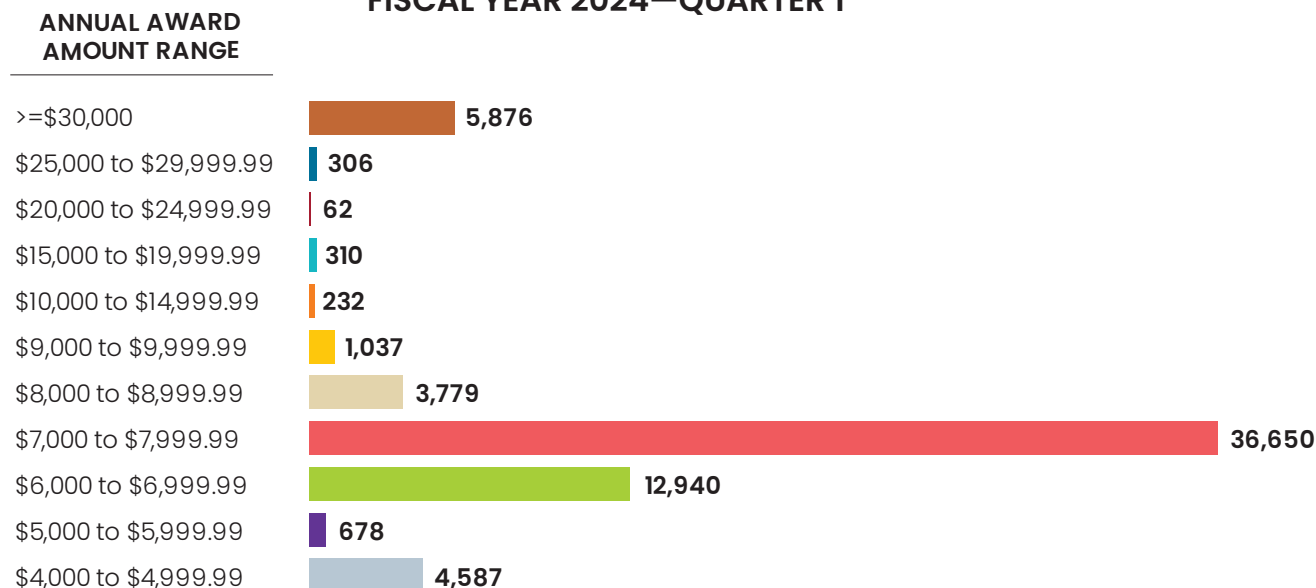
FISCAL YEAR 2024—QUARTER 1



*From the Arizona Department of Education | Empowerment Scholarship Account program—Fiscal Year 2024 Quarter 1 report, pursuant to A.R.S. § 15-2406 | January 2024

Number of ESA Students By Annual Award Amount Ranges*

FISCAL YEAR 2024—QUARTER 1



Number of and Amount Spent on Approved Expenses by Type*

FISCAL YEAR 2024—QUARTER 1

Expense Type	Number of Approved Items	Spent
Associated goods and services, educational and psychological evaluations, and assistive technology (qualified student with disability only)	17,121	\$978,904
Computer hardware and technological devices	59,889	\$7,711,569
Curricula and supplementary materials	1,103,721	\$28,069,436
Educational therapies and services (qualified student with disability only)	20,655	\$2,375,525
Fees for nationally standardized tests or college admission	519	\$26,568
Fees to manage the Arizona empowerment scholarship account	1,935	\$316,149
Insurance or surety bond payments	129	\$6,979
Life skills/vocational (qualified student with disability only)	2,325	\$454,279
Paraprofessional (qualified student with disability only)	1,668	\$552,439
Public transportation services to qualified school	486	\$31,357
Services, classes, and extracurricular programs provided by a public school	10,737	\$819,648
Tuition or fees online learning program (non-public)	47,304	\$9,117,745
Tuition, textbooks, or fees at a qualified school	105,678	\$68,064,867
Tuition, textbooks or fees at an eligible postsecondary institution	3,954	\$1,240,522
Tutoring and teaching services	134,280	\$12,330,745
Uniforms purchased from or through a qualified school	12,006	\$410,692
TOTAL	1,522,407⁴	\$131,967,433

*From the Arizona Department of Education | Empowerment Scholarship Account program—Fiscal Year 2024 Quarter 1 report, pursuant to A.R.S. § 15-2406 | January 2024



2024 Calendar of Events

February

MONDAY
12

Advocacy Day at State Capitol

March

TUESDAY
5

Women's Leadership Conference & Expo
Desert Willow Conference Center in Phoenix
Registration opened Jan. 19

April

THURSDAY
11

Super User ASBA PolicyBridge Regional Training for Southern AZ at Sunnyside USD
Registration opened Jan. 18

FRIDAY
12

Super User ASBA PolicyBridge Regional Training for Southern AZ at Tombstone USD
Registration opened Jan. 18

FRIDAY
19

Board Operations and Leadership Training
Registration opens March 7

June

THUR-SAT
6-8

Summer Leadership Institute
Little America in Flagstaff
Registration opens April 15

MONDAY
10

Super User ASBA PolicyBridge Regional Training for Northern AZ at Holbrook USD
Registration opened Jan. 18

TUESDAY
11

Super User ASBA PolicyBridge Regional Training for Northern AZ at Prescott USD
Registration opened Jan. 18

September

WED-FRI
4-6

Law Conference
JW Marriott Camelback Inn in Scottsdale
Registration opens July 10

SATURDAY
7

Delegate Assembly
Registration opens July 8

December

WEDNESDAY
18

New Board Member Orientation (NBMO)
Registration opens Oct. 21

THURSDAY
19

ASBA Annual Membership Meeting at Annual Conference

THUR-FRI
19-20

ASBA-ASA Annual Conference
JW Marriott Desert Ridge Resort in Phoenix
Registration opens Oct. 28

Holidays

January 15	Martin Luther King, Jr. Day
February 19	Presidents Day
June 19	Juneteenth
July 4	Fourth of July
September 2	Labor Day
October 14	Indigenous Peoples' Day
November 11	Veterans Day
November 28-29	Thanksgiving Holiday
December 25	Christmas

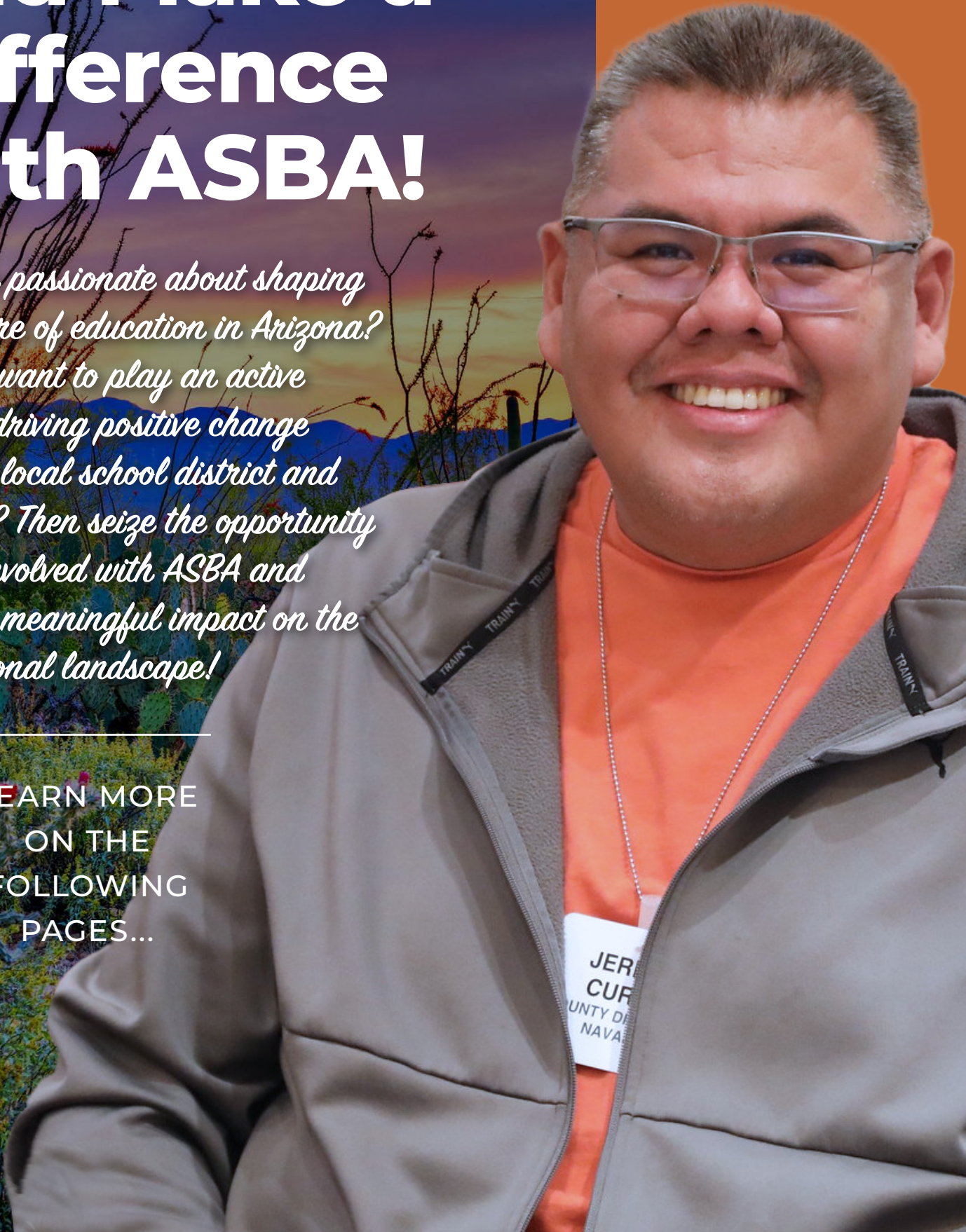
County Meetings planned for Spring 2024 will be moved to Fall 2024. These include Gila, Yavapai, La Paz, Mohave and Santa Cruz Counties.

Get Involved and Make a Difference with ASBA!



Are you passionate about shaping the future of education in Arizona? Do you want to play an active role in driving positive change in your local school district and beyond? Then seize the opportunity to get involved with ASBA and make a meaningful impact on the educational landscape!

LEARN MORE
ON THE
FOLLOWING
PAGES...





Volunteer Opportunities Galore

At ASBA, we believe that every member has the power to make a difference. Whether you're a seasoned educational leader or a newcomer to the field, there are countless opportunities for you to get involved and contribute your unique skills and perspectives. From serving on committees to representing your district as a delegate or stepping up as a County Director or member of the Board of Directors, there's a role for everyone at ASBA.

Committees: Drive Change from Within

Joining an ASBA committee is an excellent way to dive deep into specific areas of interest and drive meaningful change within the association. From governance to advocacy initiatives, committees play a crucial role in shaping ASBA's priorities and strategies. By volunteering your time and expertise, you can help steer the direction of our organization and advocate for the needs of Arizona's students and educators. Committees are selected by February of every year.

Volunteer for Student Scholarships & Annual Awards Judging

If you're interested in serving on the judging committee for student scholarships or annual awards, please reach out to ASBA for more information on upcoming opportunities. Your dedication and commitment to supporting student success are invaluable, and we welcome your participation in this important endeavor. Judges are selected by September of every year.

Delegate Representatives: Amplify Your Voice

As a delegate representative, you have the opportunity to serve as a voice for your district and contribute to ASBA's decision-making processes. By participating in the ASBA Delegate Assembly to the Annual Business Meeting, and representing your district's interests, you can help shape ASBA's policies and positions on key educational issues. Your advocacy efforts as a delegate representative can have a direct impact on the policies and initiatives that shape the future of education in Arizona. Delegates are finalized by August of every year.

County Directors and Board of Directors: Lead with Purpose

For those ready to take on a leadership role, consider serving as a County Director or member of the Board of Directors. As a County Director, you'll have the opportunity to represent your county and collaborate with fellow directors to address the unique needs of your region. And for those seeking to make a statewide impact, joining the Board of Directors provides a platform to lead with purpose and drive ASBA's mission forward. Nominations open August and close early fall.

Join the Alliance: Stand Up for Equity and Inclusion

In addition to these opportunities, ASBA is proud to offer involvement in our Black Alliance, Hispanic/Native American Indian Caucus, and Rural Alliance. These groups offer a platform for members to advocate for equity and inclusion in education, addressing the unique challenges and disparities faced by underserved student populations and working to ensure that all students have equal access to quality education. By getting involved with these groups you can be a part of a powerful movement for positive change in Arizona's educational landscape. Members can sign up for any alliance all year long.

Seize the Opportunity: Get Involved Today!

Don't miss out on the chance to be a part of something bigger than yourself. Take the first step towards making a difference in education by volunteering with ASBA. Whether you're passionate about policy, advocacy, or community engagement, there's a place for you here. Together, let's work towards a brighter future for Arizona's students and educators.

There are a variety of volunteer service opportunities to suit a member's unique professional interests and experiences.

To express interest in serving on a committee or serving on the ASBA Board of Directors, complete the form located on the ASBA website.



azsba.org/about/governance



Charting the Course: Insights from School District Leaders on Navigating the AI Revolution

Artificial intelligence (AI) is poised to revolutionize public education, presenting unprecedented opportunities to transform teaching methodologies, enhance student learning experiences and streamline administrative processes within school districts. School district leaders, from the superintendent, the IT director to the school board members, all play a crucial role in understanding, evaluating and harnessing the potential of AI for the benefit of students, educators and the community.





School districts must proactively prepare for the integration of AI into educational settings, recognizing it as a transformative force rather than a threat. Embracing AI technologies requires a shift in mindset from fear of the unknown to a proactive stance focused on adaptation and innovation. By staying informed about AI advancements, investing in professional development for staff and establishing robust policies and infrastructure, school districts can position themselves at the forefront of educational innovation.

It's crucial to foster a culture that encourages experimentation and exploration, empowering educators and administrators to leverage AI tools effectively for the benefit of all stakeholders. Failure to embrace AI risks leaving school districts behind in the rapidly evolving landscape of education technology, potentially depriving students of valuable learning opportunities and hindering the district's ability to meet the needs of a diverse student population in the digital age.

Understanding the Educational Impact of AI

Dr. Jennifer Cruz, Superintendent of Pendergast ESD, underscores AI's potential to revolutionize teaching practices by enabling personalized learning experiences tailored to each student's unique needs.

"AI has the potential to change the way we teach in public schools. Instead of the same lessons for everyone, AI can help create personalized learning experiences for each student. This means teachers can spend more time guiding and supporting students, helping them learn in ways that work best for them," Cruz states.

This shift towards individualized instruction empowers teachers to allocate more time to guide and support students, fostering deeper engagement and improved academic outcomes across diverse learning styles.

Moreover, Dr. Cruz emphasizes the imperative of ensuring equitable access to

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AI-driven resources and addressing concerns surrounding data privacy and digital literacy.

“As we embrace the integration of AI into schools, it becomes paramount to conscientiously address the ethical implications and safeguard student data privacy. Implementing robust data security measures is imperative, alongside delineating the suitable end users for AI applications, particularly those utilizing generative AI,” Dr. Cruz said.

Robust data security measures and comprehensive stakeholder education are essential for the responsible integration of AI into educational settings.

Transforming Infrastructure with AI Integration

As AI technologies become increasingly prevalent, IT directors anticipate significant transformations in school district infrastructure.

Russell Deneault, IT Director of Creighton ESD, highlights AI's potential to enhance insights, streamline operations and bolster cybersecurity measures.

“Artificial Intelligence is the most recent shift in continuous technology advances that are increasing the rate of acceleration in technological improvements and dependencies that impact the personal, educational and professional lives of every staff member, student and our communities,” Deneault said.

“AI promises technological advances to improve insights into our data, processes and outputs, and even simple improvements to time management and communication. Such promises are equally potent for systems working to interrupt operations; think hackers, advertisers and other bad actors seeking time, attention and income,” states Deneault.

From next-generation antivirus software to AI-powered productivity suites, AI tools are





Russell Deneault
IT Director of Creighton ESD



Dr. Jennifer Cruz
Superintendent of Pendergast ESD



Tadeo De La Hoya
ASBA President-Elect and
School Board Member of Gadsden ESD



Dr. Charlotte Patterson
ASBA Policy Analyst

revolutionizing how districts manage data, communicate and safeguard against cyber threats. Deneault adds, "AI is already present in a number of technology infrastructure systems districts use. Next-generation antivirus software intelligently consumes and processes data from thousands of computers on our networks to detect anomalous activity and shut down threats in a way that antivirus software from just a few years ago was not capable of."

Deneault emphasizes the importance of maintaining strong data privacy policies and providing ongoing staff training to ensure safe and effective AI implementation. As we move towards a more AI-driven educational landscape,

Deneault recommends the following steps to take to ensure that districts' IT infrastructure remains secure and resilient against potential cybersecurity threats and data breaches associated with AI technologies:

- Focus on data privacy and include AI along with other technology considerations with selecting with whom we share our data.
- Build cyber resiliency utilizing tools that might incorporate AI – expect bad actors to do the same. Be as secure as possible while also planning responses to threats.
- Educate staff and students alike in the potential and limitations that AI offers, including awareness of the massive increase in how quickly these tools are changing.
- Build an environment that supports using approved, trusted, tools and resources.

Leveraging AI for Student Success: A Board Priority

For school boards, leveraging AI to enhance educational outcomes and support student success is a top priority. Tadeo De La Hoya, ASBA President-Elect and Gadsden ESD School Board Member, stresses the need to start initiating the AI conversation at the board level.

"Understanding AI is crucial for school board members as it directly impacts our ability to govern effectively. AI technologies are rapidly transforming the educational landscape, from personalized learning experiences to operational efficiencies. We must get on board and grasp these advancements to ensure they serve the best interests of our students and staff, align with our educational goals and uphold additional standards," Del La Hoya said.

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Most people are still learning about AI and only a small percentage are currently using it. What steps can we take to become more familiar with AI's potential? Del La Hoya urges other school board members to begin the AI conversation, "From a governance perspective, familiarizing ourselves with AI is not just an option but a necessity. Most of us are in the very beginning stages of understanding AI's potential and limitations. We have to start initiating conversations on how we can make informed decisions about incorporating these technologies into our lives – from the board room to classrooms."

Addressing Ethical Implications and Policy Considerations

As AI continues to permeate public schools, policy staff grapple with the ethical implications of its integration. Dr. Charlotte Patterson, ASBA Policy Analyst, emphasizes the importance of policies governing student data privacy, algorithmic bias and equitable access to resources.

"While Arizona has not statutorily defined AI compliancy in public schools, districts do have compliancy mechanisms to manage it in their policies. Enhancing their policies for academic integrity, employee ethics, management of student information systems and employee databases and use of personal devices would address many of the most common issues," Dr. Patterson said.

Policy language that supports ethical AI integration and empowers educators to navigate its complexities is essential. By fostering a culture of innovation and ethical AI use, school boards can ensure that AI-driven initiatives enhance educational outcomes while

upholding the values of transparency, equity and accountability.

"District governance that supports and encourages teacher growth in technology equips administrators to guide their expectations wherever teachers are in their technological proficiencies. Encouraging teachers to 'catch up' with technology is good for education in Arizona's public schools," Dr. Patterson concludes.

Shaping the Future of Education with AI

In conclusion, as AI reshapes the landscape of public education, school board members play a pivotal role in navigating its implications and opportunities. By understanding AI's potential to personalize learning, streamline operations and enhance cybersecurity, boards can empower educators and students to thrive in an increasingly complex and interconnected world.

Key questions arise, including:

- How can we ensure equitable access and ethical use of AI-driven tools?
- How can we foster collaboration among stakeholders to maximize AI's potential for student success?

It's imperative for school boards to proactively shape the intersection of AI and public education, leveraging it as a force for positive change and innovation. As we embark on this journey, let us remain committed to harnessing AI's transformative power to create a brighter future for all students.

School district leaders can learn more at ASBA's Annual Law Pre-Conference, Sept. 4, which will focus on AI and other emerging technology topics and initiatives.

In addition, ASBA Policy Subscribers should be on the lookout for a new Policy Advisory on AI as well. ■



While Arizona has not statutorily defined AI compliancy in public schools, districts do have compliancy mechanisms to manage it."



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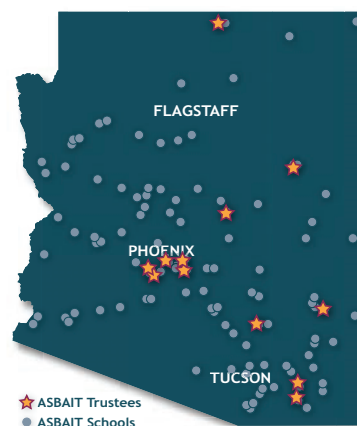
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TOP REASONS SCHOOLS NEED COMPREHENSIVE ENERGY

Infrastructure Investments Now Inflation has led employees, unions and workers across all industries to seek salary increases to simply make ends meet. Amidst this pressure, many school districts are looking for ways to create a lasting impact and get a win.

Utility prices have risen dramatically in recent years and are consistently one of the largest budget line items for Arizona schools and districts. From 2020 to 2021, Arizona's average electricity price increased by 6%, making this the third largest increase in the western United States. According to KAWC, Southwest Gas instituted a rate increase of 7.6% for residential customers and 13.7% for small business customers in 2023, while the Phoenix Business Journal reports that Arizona Public Service (APS) expects an average residential customer monthly bill increase of 13.6%. Experts predict that mandated transitions to renewable energy sources will further exacerbate this trend. The situation is even more dire in the natural gas market, with current energy policies and global market dynamics driving a 36% price increase for residential customers since 2020.

Districts have stalled projects due to concerns over required upfront capital, staff resource constraints, stakeholder coordination and complex analysis. There is one approach that is proven to be the most effective: a design/build energy services approach rather than "piece-mealing" projects. This holistic method addresses all energy systems simultaneously by comprehensively addressing deferred maintenance and taking steps toward long-term resilience and sustainability goals. If energy efficiency and sustainability are on your to-do list, here are your top reasons to make that a priority:

- 1. Price & Timeline Certainty:** With a streamlined approach, you can ensure you can lock down the budgets and timeline you promised.
- 2. Grants, Incentives, Rebates:** From federal, state, local and private grant and rebate programs, districts have a chance to free up or stretch the impact of capital funds without taking on any debt.
- 3. Efficiency:** By optimizing your current infrastructure to peak efficiency and today's standards, you can reduce your facilities' utility consumption by 30%-40% or more.
- 4. Piecemeal & Breakdown Approaches Don't Work:** A comprehensive approach allows you to reduce the load of your facilities first and then properly size solar energy and storage solutions to precisely meet the needs of your now more efficient facilities.
- 5. Inflation Reduction Act Funds:** The federal government is making long-term investments in the clean energy sector. Schools now have the benefit of directly receiving significant funding to help offset the costs of eligible clean energy and electrification projects.

Act NOW, and you can capture a big WIN in the next year or two for your district while striving to address the numerous other longer-term challenges education leaders face today.

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Five Reasons to Value ASBA's Salary Surveys



ASBA conducts two annual salary surveys of district compensation and benefits each year. One focuses on teachers, principals and district level administrators and the other on superintendents. The surveys open in February and results are released in April.

This exclusive member benefit is designed to assist in determining fair and competitive salaries for school employees. These surveys benefit your school district in these five ways:

1 A Competitive Position

ASBA's salary surveys provide information on total compensation that includes retirement plans, bonuses, incentives and base salary.

2 Peer-to-Peer Comparison

ASBA's salary surveys provide current data on your school district's peers while maintaining confidentiality.

3 Investment Protection with Employees

Continuous benchmarking and evaluation of salary and incentive levels for current employees can minimize turnover and increase morale.

4 Defensible Decision Making

Consistent use of salary surveys helps formulate a district's 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

With the pace of change in the economic and employment landscape, using old data puts districts at risk of lagging behind current pay trends. ASBA's annually updated surveys ensure districts have the most current information.

To receive the code to view the survey, please contact **Ben Adams** at **badams@azsba.org** or **602-254-1100**.

View ASBA's Salary Surveys at:

azsba.org/resources/salary-surveys





Statewide Celebrations Honor School Board Members During Recognition Month

The Pima County Board of Supervisors

proclaimed January 2024 as School Board Recognition Month in partnership with the Pima County School Superintendent's Office and recognized local school board members at the meeting, said Matt Stamp, communications and elections director for Pima County School Superintendent's Office.

In a Facebook video, Pima County School Superintendent Dustin Williams thanked school board members, saying "I just want to thank you for everything that you do. You really are special people. You spend tireless hours every day, every month, talking with constituents all based on quality of education for our kids, our teachers and our community."



Union Elementary School District

celebrated their school governing board members on social media thanking them for all they do to support their students, staff and community.



Glendale Elementary School District

honored their Governing Board Members with a cut-out board and little statuettes, said Adriana Parsons, director of communications for Glendale ESD.

"For the cut-out board we said, 'Students and staff love seeing your faces at our schools,' and for the little statuettes, we said that board members are so busy sometimes it feels like they need a 'mini me' to be in multiple places," Parsons said.

ASBA provides resources to help you celebrate National School Board Recognition Month, including a sample proclamation, superintendent statement and social media post ideas.

Thank you for sharing with us what you did to celebrate school board members so we could share it on social media and in our eNews. ■



2024 ASBA POLICY SERVICES

Recommended & Required Dates

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.

This calendar may be used by district administrators and executive staff to identify deadlines to achieve statutory compliance.



JANUARY & FEBRUARY

- Jan** BDA—Board Organizational Meeting
Feb 28 JQ—Student Fines, Fees, and charges

MARCH & APRIL

- Mar 31** JFAB—Tuition/Admission of Nonresident Students
Apr 1 IHB—Special Instructional programs
Apr 15 EB—Environmental and Safety Program

MAY & JUNE

- May–June** 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

JULY & AUGUST

- 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

SEPTEMBER & OCTOBER

- 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

NOVEMBER & DECEMBER

- Nov 15** JLCB—Immunizations of Students
Dec 31 JFAB—Tuition/Admission of Nonresident Students

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Tombstone USD
Superintendent



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Page USD
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DAN CONTORNO
Marana USD
Chief Financial Officer



MARCIE RODRIGUEZ
Cave Creek USD
Chief Financial Officer



PAUL ROETTO
Saddle Mountain USD
Board Member



TROY THYGERSON
Dan Hinton
Accommodation
District
Superintendent



MAYRA ZUNIGA
Nogales USD
HR Director



DR. ASHLEY HODGE
Roosevelt ESD
Board Member

ASBAIT Benefits Help Recruit & Retain Staff

Ensuring your employees have the best benefits while meeting your school's long-term strategies to control costs and improve employee health and well-being plays a critical role in your school's success and retention of top talent.

ASBAIT, the Arizona School Boards Association Insurance Trust, has been providing competitive, affordable health care programs for public school district employees and their families since 1981. ASBAIT benefits are exclusively available to ASBA member districts.

"Our commitment to stability and low administrative costs not only ensures sustainability but makes us a reliable healthcare partner for our ASBA member districts and potential members alike," said Ellen White, ASBA Acting Executive Director.

When developing a benefits policy the board should ask these questions:

- 1 How does our governing board and our district prioritize and demonstrate a culture of caring for employees?
- 2 Is the process of deciding on benefits collaborative?
- 3 Are our salaries and benefits competitive with other employers?
- 4 Do our benefits meet employees' needs in cost and coverage?
- 5 What's our timeline for developing next year's salaries and benefits?

Other important considerations include – network coverage, cost, plan type options and voluntary benefit options that the employee pays for such as vision, dental and life insurance, short-term disability, cancer insurance, identity theft coverage and pet insurance.

"We looked at several different trusts and options and ASBAIT had the richest plans for the least cost, but they also had all those value adds – the culture of caring and the incentives they offer our employees," said Marcie Rodriguez, chief financial officer for Cave Creek USD.

"A happy, healthy employee in the classroom is the best thing for our kids," Rodriguez said. "If your employees know that you care about them, they are more likely to be loyal and committed in the work that they're doing for the district."

For more information about ASBAIT, please contact **Chuck Nelson**, Meritain Health Sales Executive representing ASBAIT, at **480-688-3284** or **chuck.nelson@meritain.com**



ASBA Handbooks For Sale

Provide your school governing board members – new and experienced – with resources to help them excel in their work.

You can order each board member their own copy of ***The Arizona Open Meeting Law*** pocket reference and the ***School Board Member Handbook***, as well as get a ***School Board President Handbook*** from ASBA's Bookstore at azsba.org/bookstore or call 602-254-1100. The price of each book is \$25.

These handbooks are effective tools to enhance your board members' skills. Research shows that board members who develop their knowledge of leadership, governance, issues and topics that impact student success are more effective in achieving positive outcomes for their students and communities.

azsba.org/bookstore







EDUCATE. ADVOCATE. ELEVATE.

ASBA's Rebranding Journey

Through Member Eyes

Member Voices Reshape Brand Identity

In the realm of rebranding, member feedback is paramount. ASBA's recent rebranding initiative has been guided by the invaluable input from our esteemed members. Their voices have echoed the need for a clearer tagline, a more user-friendly website, and a logo that resonates with the values of the association. This diverse range of perspectives has presented both challenges and opportunities, driving ASBA's efforts to redefine its identity in alignment with member expectations.

New Logo Meaning

The centerpiece of ASBA's rebranding is our new logo, a symbol of our commitment to excellence and inclusivity. The design, featuring the state of Arizona with "AZSBA"

superimposed, signifies our dedication to serving all school boards across the state. The color palette, inspired by Arizona's natural beauty, evokes a sense of pride and connection to our diverse landscapes and cultures. The lowercase "z" signifies our evolution while maintaining a link to our heritage, bridging the past with the future.

The Why and Importance of Our Rebrand

Our rebranding effort is not just about changing our appearance; it's about communicating our identity more effectively. By incorporating member feedback, we are ensuring that our brand reflects the values and aspirations of our educational community. This rebranding is an investment in our collective future, empowering us to better serve our members and the broader community.

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ASBA LOGO THROUGH THE YEARS



Embracing Educational Evolution

In an ever-changing educational landscape, ASBA remains steadfast in its commitment to adapt and grow. Our rebranding initiative is a testament to this dedication, ensuring that we remain relevant and effective in addressing the diverse needs of schools and communities across Arizona.

Representing Arizona's Entire Educational Tapestry

ASBA's rebranding efforts aim to embrace the rich diversity of Arizona's educational landscape. By reflecting the unique characteristics and aspirations of our member districts, we strengthen our ability to address the unique challenges and opportunities faced by schools across the state.

Fostering Collaborative Impact

Collaboration lies at the heart of ASBA's rebranding journey. By engaging with our members and the broader community, we are building a brand that authentically represents our shared vision for the future of education in Arizona. Together, we can amplify our impact and shape the future of education in our state.

A Collaborative Journey: Involving Members and Non-Members

ASBA's rebranding journey has been marked by a deep commitment to collaboration and inclusivity. Through online surveys, face-to-face engagement, and the ASBA Branding Committee, we have ensured that the rebranding process is representative of our entire educational community.

A Glance into ASBA's Rich History

As we embark on this new chapter, let us not forget our roots. ASBA's rich history is a testament to the passion, dedication, and collaborative spirit of our members and stakeholders. From our humble beginnings in 1948 to our present-day efforts to redefine our identity, ASBA's journey is a reflection of our collective commitment to excellence in education.

As we move forward, let us embrace this rebranding journey with optimism and determination. Together, we can build a stronger, more inclusive ASBA that reflects the values and aspirations of our educational community. ■

Hear How an ASBA Policy Review Helps

See Tolleson UHSD Deputy Superintendent share how an ASBA comprehensive policy review helps.



Considering an ASBA comprehensive policy manual review?

Hear what Tolleson Union High School District Deputy Superintendent and Title IX Coordinator Juan Ceja said about the process.

The ASBA Policy Services Team came to us with a list of our policies that were not currently aligned with ASBA policy, Deputy Superintendent Ceja said.

"We only examined those policies that were not currently aligned and determined whether we need to align them or

maybe they're unique to our district and we want to keep them as they are," Deputy Superintendent Ceja said.

"That made the work so much more manageable. It was easy. ASBA Staff came to us, they were very well prepared, we met for a few hours and we were done with the process," Deputy Superintendent Ceja said.

ASBA advises that all districts that subscribe to Policy Services undertake a policy manual review every four years to ensure that no lapses in compliance exist.

ASBA's Policy Services Team does a

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comprehensive comparison of the District Policy Manual to the ASBA Model Policy Manual® to see where gaps may exist.

The review also provides an opportunity for the district to consider and discuss with ASBA policy experts any changes or customizations it may want to make to the District Policy Manual

to reflect local needs, priorities and practices.

Please contact **Policy Analysts Lynne Bondi** (lbondi@azsba.org) and **Dr. Charlotte Patterson** (cpatterson@azsba.org) or (602) 254-1100 for ASBA Policy Service questions or requests. ■



Register Now for ASBA PolicyBridge Regional Trainings

During the ASBA PolicyBridge Regional Trainings, Super Users took their knowledge and leadership to new levels with FREE training and also saw the unveiling of the new Super User mascot – a symbol of their expertise and dedication.

All attendees at the regional trainings will receive FREE super swag to showcase your Super User status proudly. Customized for Super Users (Did We Mention It's Free?): Our content is tailored to meet the unique needs of those who already know the ropes, and yes, it's still FREE!

Register now for these upcoming regional trainings at azsba.org/events:

Southern AZ:

Thursday, April 11 – Sunnyside USD
Friday, April 12 – Tombstone USD

Northern AZ:

Monday, June 10 – Holbrook USD
Tuesday, June 11 – Prescott USD



Don't forget to bring your own laptops/devices!

ASBA PolicyBridge is your express lane to mastering education policies, governance and leadership. Our regional trainings are designed with Super Users in mind, offering the latest insights and strategies for navigating the dynamic education landscape, and the best part? They are absolutely FREE!

Here's Why Super Users Shouldn't Miss Out:

- **Learn from the Best for Free:** Gain wisdom from the ASBA policy experts with extensive experience in educational governance without any cost.
- **Hands-On Workshops:** Roll up your sleeves and dive into interactive workshops and group discussions that match your skill level, all at no expense.
- **Expand Your Super Network for Free:** Connect with fellow Super Users, share your experiences and build a powerful professional network.
- **Stay Ahead of the Game (for Free!):** Keep your edge with the most up-to-date trends and policies in the education arena, all for free.
- **Customized for Super Users (Did We Mention It's Free?):** Our content is tailored to meet the unique needs of those who already know the ropes, and yes, it's still FREE!

Lead Your District to a Greener Future.

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Scan the QR Code to View How Your Neighboring Districts are Taking Advantage of These Massive Savings



or Call Veregy to Confirm Your District Will Qualify: 602.452.8746.

Book a Customer

Create District Customer Standards Part 1 and 2

ASBA provides a customer service training that focuses on creating a welcoming environment using an engaging and interactive approach where attendees learn about the importance of customer experience, positive culture, how we listen and engage with our customers and more. This is a great professional development opportunity for classified and certified staff. This training is offered as a 3- 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



Training for Staff

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. ■

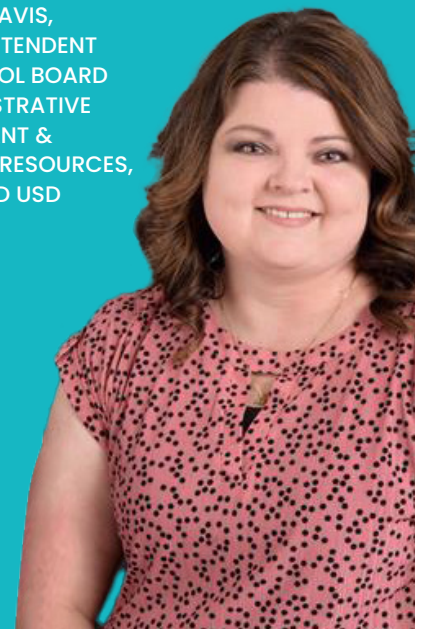


For more information
please contact
Ellen White: 602-254-1100
ewhite@azsba.org

"ASBA provided the secretaries in our district with the Customer Service Red Carpet Service training. This was a great process to go through with all of our secretaries together learning the same information and coming together to work on ideas and goals to create standards that would provide the best service possible to those we come in contact with. After we had implemented these standards for about a year, we went onto phase 2 which is the Secret Shopper experience."

The Secret Shopper came in person to each of the school sites, made phone calls and sent emails to see how the secretary or administrator was doing in regards to our customer service standards. After the Secret Shopper was finished, we received the results of things we were doing well and others that we needed to improve. Overall this was a great experience."

– RENEE DAVIS,
SUPERINTENDENT
& SCHOOL BOARD
ADMINISTRATIVE
ASSISTANT &
HUMAN RESOURCES,
SAFFORD USD



ASBA 2024 Political Agenda

Approved by the ASBA Delegate Assembly, September 10, 2023

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, increase the pipeline of certified teachers, increase the diversity of the teaching workforce, and for difficult to fill positions.
- Provide consistent, dedicated sources of base funding that equips all Arizona public schools with adequate support to address the academic, social and emotional needs of its students, including:
 - Up to date curriculum, technology, and classroom support to enrich academic success and engagement.
 - Student support staff dedicated to enhance safe and effective learning environments;
 - Exceptional student services, gifted students, and early intervention programs;
 - Before and after school programs;
 - Arts education; and
 - Transportation.
 - Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural & remote schools.
 - Fund distance learning at 100%
- Repeal the constitutional aggregate expenditure limit 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, advocate for the SFOB to set a standard for 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.
- Formalize the exceptional student services cost study to determine and provide adequate funding levels, including for rural or remote areas, gifted students, and early intervention programs.
- Adequately fund the cost of student transportation including adequate maintenance of school bus routes for CTEDs and rural schools.
- Provide full-time funding for preschool programs in the k-12 funding formula.
- Replace current year funding with a system that provides districts 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, 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 full 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.
- Oppose legislative efforts to ban educational and supplemental materials that provide an inclusive and historically accurate, well-rounded education.
- 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.
- Oppose regulations, policies, and restrictions that overburden or unreasonably penalize educators and support staff as they educate and care for students.
- 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.
- Support legislation and access to funding that would allow school districts to offer school meals to all students free of charge.

Require Public Accountability for Taxpayer Dollars Spent on Education

- Establish financial and academic transparency for all institutions and individuals that accept public funds. Enforce financial requirements and seek recovery of improperly received and/or expended funds by individuals, charter and public schools, private schools, and organizations.
- 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.
- 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 modernization, reliable internet broadband access, technology support capability and professional development.
- Protect rural and remote school districts from inequitable impact due to formula adjustments, including transportation.

School Safety and Security

- Provide funding to individual districts to implement locally directed research-based school safety programs and mental health and wellbeing initiatives.
- Support policy that promotes social-emotional wellness as a critical component of improving social 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 and impact 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 and impact of increased gun violence directed at K-12 schools.
- Advocate for funding and programming to engage and support families and caregivers in culturally relevant and appropriate ways.

Federal Advocacy

- Advocate for federal and tribal assistance for bus routes on tribal land and federal land.
- Advocate for full funding of the individuals with disabilities education act (idea)
- Oppose efforts that would reduce or interrupt impact aid funding and the secure rural schools program to Arizona school districts that receive it.



Partisan School Board Elections?

Why ASBA is Against That

Senate Bill 1097, which would require all elections for school district governing board members to be conducted using a partisan primary election and followed by a general election, is set to be heard in the House of Representatives Municipal Oversight and Elections Committee on Wednesday, Feb. 28.

"I think it may pass on a party line vote and get vetoed. It passed out of the Senate with only Republican support and I see no real difference in the House," said Chris Kotterman, director of governmental relations for ASBA.

ASBA does not support the bill.

"ASBA does not support introducing partisan politics into school board elections because school board elections should be about local issues and good governance of school districts, not whether a person shares your partisan politics on a host of other issues," Kotterman said.

"Research shows that when a voter is presented with a partisan choice, the voter is more likely to choose a person who matches

their own affiliation whether they know anything about that candidate or not. In that way, partisan elections reinforce our biases about people of different political affiliations. Inherent in the bill is the idea that people would vote differently than they do now, if they knew they were voting for Democrats or Republicans. School board elections should not be swept up in national or even statewide political animosity," Kotterman said.

"Second, it poses a challenge for recruitment of candidates. Who would want to run in an environment where you'll be painted with a broad partisan brush any more than you already are?" Kotterman said.

"Third, it creates a challenge for appointment. If a Republican resigns, you have to be replaced with a Republican. An Independent, an Independent. A Democrat, a Democrat. It turns school board races into another exercise in partisan control," Kotterman said. ■

Calling All School Board Members: Share These Resources with Potential Educational Leaders!

Are you a dedicated school board member who believes in the power of education to transform communities? Do you know someone with a passion for making a positive impact in their local school district? Then it's time to spread the word and share these valuable resources with those eager to serve their community through educational leadership!

ASBA's Becoming a Board Member Resource Page

Help aspiring educational leaders kickstart their journey by directing them to ASBA's Becoming a Board Member resource page. Here, they'll find a wealth of tools and insights to guide them through the process of becoming a school board member. From downloading ASBA's School Board Service Booklet to watching inspiring testimonials from Arizona school governing board members, these resources are invaluable for anyone considering educational leadership.

Upcoming Webinars: Why I Serve

Encourage potential candidates to register for ASBA's upcoming **Why I Serve webinars March 21 and April 11**. These webinars offer a firsthand look into the journey of becoming a school board member, featuring insights and advice from experienced educational leaders. By attending these sessions, aspiring board members can gain valuable guidance and inspiration to help them navigate their path towards educational leadership.

Timelines for 2024 School Board Elections

For those considering running for a school board position in the upcoming 2024 elections, share information on timelines and procedures to take out a candidate packet. Direct them to their county's educational service agency's website for details on qualifications, filing requirements, campaign finance trainings, and important dates and deadlines. By providing this information, you empower

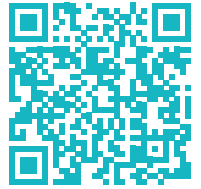
CONTINUED ON NEXT PAGE

potential candidates to take the next step towards serving their community as a school board member.

Take Action Today

As dedicated school board members, we have the opportunity to inspire and empower the next generation of educational leaders. Share these valuable resources with friends, colleagues and community members who have a passion for making a difference in

education. All resources can be found on the ASBA website at azsba.org/resources/becoming-a-board-member. ■



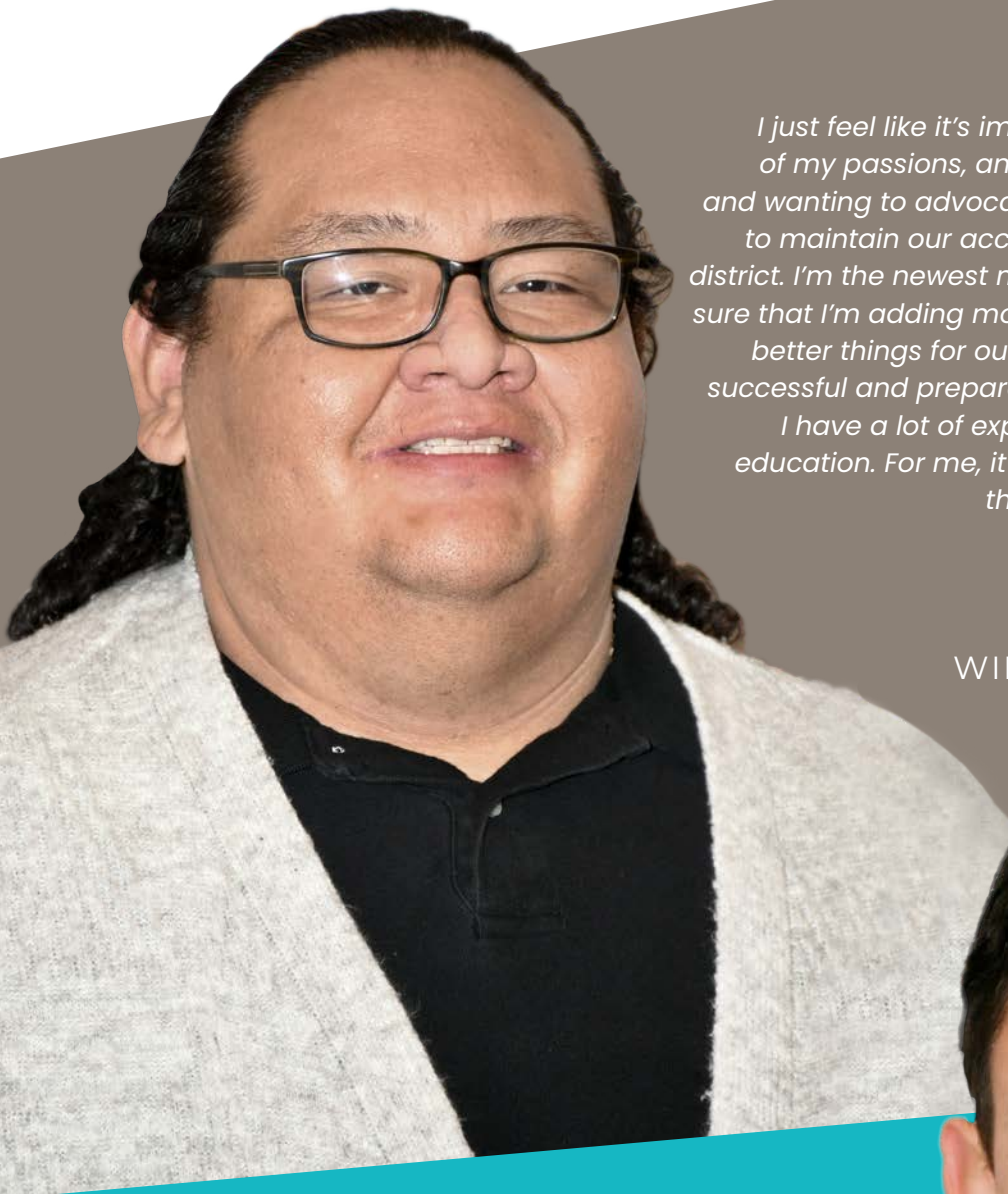
Together, let's build a strong network of committed educational leaders who will work tirelessly to ensure a brighter future for our students and communities!



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.

Leanne Greenberg
OSBORN ESD BOARD MEMBER





“

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.

Todd Wilcox

WINSLOW USD BOARD MEMBER

“

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.

Markus Cenicerros

LITTLETON ESD BOARD MEMBER



ASBA-ASA Annual Conference Awards Winners

Congratulations to the 2023 ASBA and ASA award winners who were celebrated at the ASBA-ASA Annual Conference in Phoenix on Dec. 6-8, 2023.



Lou Ella Kleinz Excellence in Governance Award

Tempe ESD Governing Board



Barbara Robey School Board Member of the Year Award

Sylvia Hendricks of Baboquivari USD



All-Arizona School Board Member Award

Bessie Allen of Piñon USD



All-Arizona School Board Member Award

Wendy Effing of Flowing Wells USD



ASBA Golden Bell Award for Arizona Educational Foundation's 2024 Teacher of the Year

Efrain Casillas, music teacher at
Porfirio H. Gonzales and Desert Oasis
Schools in Tolleson ESD



ASBA Golden Bell Promise Program Award - Elementary

Mohave Valley School District for *Mohave
Valley Junior High Innovation Lab*



ASBA Golden Bell Promise Program Award - High School

Vail Unified School District for *Vail Early College*



ASBA Golden Bell Promise Program Award - CTED/CTE

Central Arizona Valley Institute of Technology
(CAVIT) for *CAVIT Medical Assistant Program*



ASBA Golden Bell Promise Program Award - Collaboration

Littleton Elementary School District for
Walk to Read

Total Board Award

This 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. The remaining members must also have earned their Certificates of Orientation.

Apache Junction USD
Benson USD
Catalina Foothills USD
Creighton ESD
Flagstaff USD

Florence USD
Flowing Wells USD
Glendale Union HSD
Heber-Overgaard USD
Littleton ESD

Oracle ESD
Piñon USD
Sanders USD
Santa Cruz Valley USD
Sierra Vista USD

Tanque Verde USD
Tempe ESD
Tempe UHSD
Whiteriver USD
Winslow USD



Creighton
ESD



Sierra
Vista
USD



Flagstaff USD



Tempe UHSD

Honor Roll Award

This 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.



Eldon Larsen,
Joseph City Unified
School District



Patricia Ruch, Salt
River Pima-Maricopa
Community Schools



James Love, Flowing
Wells Unified School
District

Arizona School Administrators' All Arizona Superintendent Awards



AASA Superintendent of the Year

Dr. Roger Freeman of Littleton ESD



All Arizona Superintendent - Small District

Karin Ward of Beaver Creek School District



All Arizona Superintendent - Medium District

Slade Morgan of Round Valley USD



All Arizona Superintendent - Large District

Dr. Paul Stanton of Washington ESD

Arizona School Boards Association appreciates the support for public education shown by its business partners who are ASBA Organization Affiliate Members.

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ADM Group, Inc.

American Fidelity Assurance Company

Arizona Alliance of Black School Educators

Arizona Correctional Industries

Arizona Gym Floors LLC

ASBAIT

BWS Architects

Chasse Building Team

Cigna

Climatec, LLC

Cole Architects LLC (HDA Architects LLC)

Core Construction, Inc.

Corgan Associates

Coyote School Furnishings

Dairy Council of AZ

Dave Bang Associates

DeConcini McDonald Yetwin & Lacy, P.C.

DLR Group

Education 2000



Edupoint Educational Systems, LL

EMC 2 Group Architect Planners

FCI Constructors, Inc.

First Financial Group of America

Graduation Solutions, LLC

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Hufford Horstman Mongini Parnell & Tucker

Lewis Roca Rothgerber Christie LLP

Mangum Wall Stoops & Warden

McCarthy Building Companies

McKinstry

The Menta Group

Mindshine Technologies

Mohave Educational Service

NORESCO

NWEA – Northwest Evaluation Association

The Orcutt/Winslow Partnership

Piper Jaffray & Co.

Pueblo Mechanical & Controls Inc.

RBC Capital Markets

Riddle Painting & Coatings

Safe Haven Defense

SDB Contracting Services

Sherwin-Williams

Sodexo

SPS + Architects

SSC Services for Education

Stifel (Stone & Youngberg)

Summit Administration Services, Inc.

Sunland Asphalt

Sunny Path Associates, LLC

Sun Valley Builders

Traaen & Associates, LLC

Udall | Shumway PLC

Valley Schools Management Group

Veregy

Western States Fire Protection

Wholesale Floors

Zrpath

MEET OUR 2024 LAW CONFERENCE KEYNOTE SPEAKERS

SEPT. 4-6, 2024 | REGISTRATION OPENS JULY 10, 2024



Justin Shaifer

Recently named Forbes 30 Under 30 in Education, Justin Shaifer aka "Mr. Fascinate" is the award-winning Science Communicator, TV Host, producer and STEMbassador on a mission to make science cool.

As the Founder of Fascinate Media, Justin is turbo-charging STEM education through immersive content using cutting-edge technologies like 3D effects, virtual production and Generative AI at his LA-based studio space, Fascinate House. His content has reached millions via hosted and produced shows with major networks such as PBS Digital Studios, ABC News and Hulu, while creating edu-taining branded

content for companies such as LinkedIn, Chevy Nvidia and Intuit.

Driven by his own life experience growing up in a single-parent home on the South Side of Chicago, Justin is dedicated to giving back to the community. He leverages his social media influence to create impactful STEM education projects, including the STEM Success Summit, a global conference attended by thousands of diverse STEM professionals.

Justin's active speaking career, which exploded after a popular TEDx talk about Generation Z, has earned him keynote opportunities for corporate stakeholders, students, and educators around the world. His keynotes, ranging from "AI and The Future of Work" and "How to Win the War on Information with Science" to "How to Lead Gen Z," are lauded for their thought-provoking insights and fresh perspectives on Media, STEM, and innovation.

To date, Justin's work has reached millions of students, educators, and corporate stakeholders, and has been featured in Forbes, NBC News, Yahoo Finance, AfroTech, and more. He has been recognized as a LinkedIn Top Voice in Technology, cementing his status as a leader who is reshaping the landscape of science and technology education with his innovative approach.



Frederick Lane

Frederick Lane is a nationally recognized expert on privacy and the impact of emerging technologies on society. He is an author, attorney, educational consultant and lecturer who has spoken to colleges, universities and school districts around the United States, Canada, China and England on a variety of issues, including student safety, digital misconduct by educators, cybersecurity and digital privacy.

Lane spent ten years as a member of the Burlington School Board, including two years as Chair of the Board. In addition to his writing and speaking career, Lane has worked for more than two decades as a computer forensics expert, focusing on digital criminal investigations, online obscenity and child pornography and educator misconduct.

He is the author of nine books, including most recently "Cybertraps for Expecting Moms & Dads," "Cybertraps for Educators" and "Cybertraps for the Young." During the course of his writing career, he has appeared as a guest on a variety of national media programs, including: Comedy Central's "The Daily Show with Jon Stewart"; ABC's "Nightline" and "Good Morning America Weekend"; CBS's "60 Minutes" and "Sunday Morning with Charles Osgood"; NBC's "Today Show" and "Weekend Today"; as well as numerous local and national radio programs. An update to "Cybertraps for Educators" is scheduled for publication in July 2020. Lane is currently working on his next mainstream nonfiction book, entitled "The Rise of the Digital Mob" (Beacon Press 2021).

Lane graduated from Amherst College in 1985 with a degree in Classics and American Studies, and from Boston College Law School in 1988. He lived for 23 years in Burlington, VT, and is currently based in New York, NY.

MEET OUR 2024 ANNUAL CONFERENCE KEYNOTE SPEAKERS

DEC. 19-20, 2024 | REGISTRATION OPENS OCT 28, 2024



Steve Constantino

Leader, teacher, speaker and best-selling author Dr. Steve Constantino has a long and distinguished career working at the school, district and state levels and is considered one of the nation's leading authorities in the area of family and community engagement.

Dr. Constantino's work quickly gained national prominence and soon he began traveling the United States speaking and working with educators to promote sound practices in the leadership of organizations and the leveraging of family engagement as an essential element in increased academic achievement for all students.

As a result of his experiences and his practical approach to engaging families, Dr. Constantino is a much sought-after speaker and has authored four books on the subject. His first book, *Making Your School Family Friendly* (NASSP, 2002) was published after being selected by the National Association of Secondary School Principals and the MetLife Foundation to create the first-ever family friendly schools national symposium, held in Washington DC.

His second book *Engaging Every Family: Creating a Positive School Culture by Putting Research Into Practice* (Rowman and Littlefield, 2003) soon followed. This book expanded on the conceptual framework of the four domains of family engagement. In 2008, Dr. Constantino released his third book *101 Ways to Create Real Family Engagement* (Engage Press, 2008). His fourth book, *Engage Every Family: Five Simple Principles* is published by Corwin Press. The new and improved second edition of *Engage Every Family* was released in 2021. Both editions quickly became best sellers.

Dr. Constantino began his career as a teacher and moved through the ranks from award-winning principal to district superintendent. At the state level, Dr. Constantino held positions as Chief Academic Officer and Acting State Superintendent for the Commonwealth of Virginia. Today, Steve is an Executive Professor in the Educational Policy, Planning, and Leadership Department at the William & Mary School of Education and continues to accept numerous invitations to speak and consult with schools, districts and business organizations in the United States around the world.



Sarita Maybin

Sarita Maybin is a dynamic and seasoned speaker, known for empowering audiences with the skills to transform uncomfortable conversations into constructive communication. With a career spanning over two decades as an international speaker and communication expert, Sarita has shared her insights in all 50 states, 10 countries (including Iceland) and on the prestigious TEDx stage. Sarita blends real stories, practical solutions and a relatable presence that engages her audience and inspires positive action. Her universal message has resonated with a diverse range of clients, including American Dental

Association, Million Dollar Round Table, National Conference of State Legislators, Department of the Navy and the University of California.

Leveraging her background as a former university dean of students with a master's degree in counseling, Sarita shares strategies for enhanced collaboration and communication. As a "military brat" who thrived in a life of constant change, she brings a unique perspective, emphasizing that the power of communication is not just in what you say, but how you say it. Sarita is also an author, having literally written the book on how to respond to the question: "If You Can't Say Something Nice, What DO You Say?" Her commitment to fostering positive dialogue continues with her latest book, *"Say What You Mean in a Nice Way,"* where she explores the nuances of compassionate communication in our ever-changing high-tech times.

\$6.00

EDUCATE. ADVOCATE. ELEVATE.



Join us in Flagstaff for an enriching **Summer Leadership Institute**, where school boards, superintendents, administrative professionals and other district leadership staff are invited to escape the routine and dive into comprehensive learning on diverse topics and current educational issues.

Summer Leadership Institute June 6-8, 2024

Mariott Little America
in Flagstaff

REGISTRATION OPENS
APRIL 15, 2024



azsba.org/event/asba-summer-leadership-institute-2024

Hear from keynote speaker Kristen Brown about The Energy of Leadership, including energy hacks and the seven centers we can access when needing to get back on track.

