Your journey with ASBA starts now!

**Celebration issue:** Leadership accomplishments and historic ASBA first!

*Plus* Meet your Board of Directors for 2019.
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.

Learn more at www.azsba.org
President’s Message
By Lawrence Robinson
ASBA President

Viewpoints
Your Journey with ASBA Starts Now
By Dr. Timothy Ogle,
ASBA Executive Director

2018 Annual Highlights

New ASBA Board of Directors Elected for 2019

Meet Your County Directors for 2019

ASBA Welcomes New School Board Members
View their photo head shots

New Year and Board, Great Time for Custom-Onsite Trainings

2018 Annual Awards Showcase

Best of AZEdNews

ASBA Organization Business Partners

ON THE COVER: Past President Lynda Lyon congratulates 2019 ASBA President Lawrence Robinson, the association’s first African American president.
HIGH-QUALITY, AFFORDABLE PROPERTY & CASUALTY PROTECTION FOR ARIZONA SCHOOLS

We strive to be the irreplaceable partner to our 249 member districts, both rural and urban, by offering incomparable programs, value, and service.

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800.266.4911 | THE-TRUST.ORG
Meet the ASBA Team

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BEGIN YOUR JOURNEY WITH ASBA

ASBA provides individualized training and professional development opportunities throughout the year that enhance the work of Arizona governing boards and encourage continued learning and improvement. Trainings on the following topics are offered when and where you need them:

- Effective Board Meetings
- Team Transitions
- Roles and Responsibilities
- Open Meeting Law
- Strategic Planning
- Board Self-Evaluation Facilitation

Or design your own training with the ASBA training team!

ASBA offers a variety of training opportunities for leadership teams.

Custom ON-SITE TRAINING FOR LEADERSHIP TEAMS

Listen to webinars remotely and learn about timely topics pertinent to school board members. These include: Equity related topics, Legislative Wrap-Up, Teacher Pay FAQ, and many more!

Webinars

You as an individual can run to serve on the ASBA Board of Directors or volunteer to participate on an organizational committee that makes a difference for all students in Arizona. Serve on...

- Board of Directors
- Finance Committee
- Governance Committee
- Legislative Committee

Your governing board impacts how ASBA is governed and determines our political priorities. Your Board...

- Decides how the organization is governed – and by who
- Helps determine our political agenda

HOW TO GET Involved WITH ASBA

ASBA is a membership driven organization as described in its bylaws. As a private nonprofit, ASBA is committed to compliance with the articles of incorporation, its bylaws and the internal policy manual, in all aspects of our work. A review and understanding of these bylaws facilitates smooth interaction between and among members. Your membership and participation are appreciated.

ASBA BYLAWS

INDIVIDUAL BOARDS AWARDS

ASBA’s Academy of Board Development program recognizes school board members for their commitment, through ongoing professional development, to continuous improvement in service to their students, schools and communities.

FULL BOARD AWARDS

Full boards can earn the Total Boardsmanship Award and Lou Ella Kleinz Award of Excellence.

EDUCATION EXCELLENCE

The prestigious ASBA Golden Bell Promise Program award recognizes innovative and impactful school programs.

MEMBER AWARDS AND Recognition

The ASBA Board of Directors provides direction and structure to the organization. The BOD is comprised of one school board member from each of our 15 counties except for Maricopa and Pima, which are represented by two board members from each.

The officers of ASBA are elected by the membership at our Annual Business Meeting, held during our Annual Conference in December.

The presidents of our caucuses, the Hispanic Native Caucus and the Black Caucus, also serve on the BOD.

ASBA GOVERNANCE

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NEW: Check out the ASBA App...download on the Apple Store or Google Play.

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SUMMER LEADERSHIP INSTITUTE

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NEW: Check out the ASBA App...download on the Apple Store or Google Play.
Newly Elected or Appointed Board Members

The ASBA Arizona Road Map will help you maximize your effectiveness in your role as a newly elected or appointed governing board member. As you take a “tour” of various learning opportunities throughout your first two years of service, we’ll stamp your map. The Road Map Award will be presented at our annual county meetings to members who have committed to getting a solid start on their journey of boardsmanship through varied professional development. The following events will expose you to critical topics that you will face during your first two years on the school board.

Let’s take a look at the stops on the journey:

**New Board Member Orientation (Foundational)**
This one-day workshop will provide a comprehensive overview of board service. NBMO is offered the day before the ASBA Annual Conference. This event is held in December of even numbered years.

**The Equity Event (Leadership in a Diverse World)**
The Equity Event delves into the issues surrounding education equity for every Arizona student and how board members can impact student achievement. This event is held in early spring.

**Law Conference (Legal/Public Policy)**
This conference specializes in school law and provides knowledge about how boards work, issues in education and student achievement and how to best advocate for students beyond the board table. This event is held in September.

**Legislative Workshop (Public Policy/Advocacy)**
This fast-paced, one-day conference provides a preview of the coming legislative session with examination of current education public policy issues by expert presenters and informative, interactive panel discussions with influential policymakers and lawmakers. This event is held in November.

**Board Operations and Leadership Training (BOLTS) Seminar (Effective Meetings)**
We cover the “nuts and bolts” of board meetings and leadership during these one-day workshops. This event is held in late January/early February in three different locations across Arizona.

**Summer Leadership Institute (Leadership)**
During Summer Leadership Institute, we take a deep dive into issues facing governing board members as leaders and provide content to increase your leadership capacities. This event is held in June.

**County Meetings (Networking)**
Join us for training content, an association update and our annual award presentations in each county. You will have an opportunity to meet and talk with board members from across your county. The county meetings are held from late September through October.

**Annual Conference (Best Practices)**
ASBA’s Annual Conference is the celebratory end-of-year gathering of school board members and other district leaders in the state. In addition to offering dozens of breakout sessions and top keynote speakers, prestigious annual awards are presented. This event is held in December.
At Schneider Electric, we take pride in helping school districts create 21st century learning environments for their students and staff.

To help school districts across the nation achieve their goals, we’re launching a contest to fund bold ideas that transform schools. So no matter how large or small your idea is, we want to hear about it. We will choose one innovative idea to be awarded up to $100,000 in cash or cash equivalent.

**What’s your bold idea?**

1. **Spread the word**
   Tell your district about this exciting contest. Download tools using the link below to share via newsletters and social media.

2. **Brainstorm**
   No idea is too big or unrealistic, so brainstorm with your district on innovative ideas to improve your district.

3. **Submit your idea**
   Submit one or more ideas through your local superintendent’s office. It’s easy! Answer a few short questions about your idea and how it will impact your district.

**Important Dates**

- **October 15, 2018**: CONTEST OPENS
- **May 15, 2019**: SUBMISSION DEADLINE
- **August 2019**: WINNING DISTRICT NOTIFIED
- **September 2019**: WINNING DISTRICT ANNOUNCED PUBLICLY

**Questions?** Contact us at team.enable@schneider-electric.com.

**ENTER NOW**
http://SEess.co/k12contest
President’s Message

By Lawrence Robinson, President, ASBA Board of Directors

In an era where we desperately need to manifest common ground, our schools might be the surprisingly simple weapon to reinvigorate civic participation among citizens of every stripe – particularly utilizing the concept that the entire community is served by these campuses. In 2019, look for ways to get involved and help connect your campus to the community throughout this year!

Throughout our year, let’s share the stories of how land we build our campuses on, what happens within the four walls of our schools themselves, and how the “cloud” above the school, meaning technology, can expand the footprint of our districts. Last, let’s evaluate the accessibility and welcoming environments of our districts to the community partners that are with us in support of public education.

We must get back to creating ways that tear down walls between communities and campuses so that everyone has the opportunities to succeed across Arizona.

With all the responsibilities we have on our plate, let’s ask our community to join in the effort to put the “public” back in public schools and find ways to enrich the experience of education that everyone has a role to play. Let’s create the strongest village to raise the success of the one million children we’ve all been elected to serve in our public schools.
GOING BEYOND THE STANDARD FOR PROCUREMENT SOLUTIONS

- Complimentary Membership
- Work Directly with the Vendor
- Choose from Industry Leading Vendors
- Obtain Quality Products & Services at National Pricing
- First in Class Member Support
- Process Orders Quickly & Easily

1Government Procurement Alliance

1910 W. Washington St.
Phoenix, AZ 85009
(866) 306-3893
1GPA.org
New Year’s resolution-making isn’t always the most effective way to jump-start change. Often, our resolutions are too ambiguous, too aggressive or too complicated to measure in a meaningful way. Eighty percent of our resolutions fail by February, according to U.S. News and World Report.

So how can board members make a New Year’s resolution that you’ll keep and help improve professionally? Here are a few ideas for resolutions that every board member can make and keep this year.

Maximize your effectiveness in your role as board member.

Participate in varied ASBA professional opportunities by registering for an upcoming ASBA event. The Equity Event delves into the issues surrounding education equity; The Law Conference specializes in school law and provides knowledge about how boards work and best advocate for students beyond the board table; the Legislative Workshop provides a preview of the coming legislative session with examination of current education public policy issues.

Enhance the work of your board team.

ASBA provides custom on-site training for leadership teams on topics for board teams and the superintendent. Topics include Effective Board Meetings, Team Transitions, Roles and Responsibilities, Open Meeting Law and Strategic Planning. You can also design your own training. Use ASBA’s online Board Self-Evaluation to target training for maximum impact.

Advocate at the state-level.

Become an advocacy power player by monitoring legislation and staying up-to-date on action alerts on how the next five months of the Legislative Session will impact our public schools.

Stay informed on state-level topics and issues impacting public education.

Register and listen to complimentary ASBA webinars and learn about timely topics pertinent to school board members including topics on Equity, Legislative Issues, Teacher Pay and more. ASBA’s AZEdNews.com will keep you updated with the latest news. Follow us on Facebook and Twitter.

Remember, your journey with ASBA starts now. Chart your course for this upcoming year and together we will continue to advocate for every child attending a public school across Arizona. Have a great 2019!
Time and time again, ASBAIT has proven that given a fair shot, they’re the right solution!

Our PPO networks support member access to quality care:
- Including accountable care with Banner|Aetna in Maricopa/Pinal Counties and Pima County in July 2019

Our fixed costs allow for more of your premium dollars to pay claims:
- On average, only 8.1 percent fixed costs

We offer nine medical plans to support all of your members needs, plus:
- Dental
- Vision
- Life
- Wellness programs
- On-site flu shots, mammograms and biometric testing
- Health Savings Accounts (HSA)
- Nurse Health Coaching with member incentives
- Employee Assistance Program

Let us show you!
For more information, just contact:
Ralph Epifanio, Regional Vice President
1.480.299.2643 or ralph.epifanio@meritain.com

ASBAIT believes we should do more for our members than just pay medical bills. Our desire to help provide members access to quality care and achieve their health ambitions through managing chronic disease are reasons you should trust the people who care for you.
In Service to Our Members
Annual Highlights 2018

Advocacy
Creating a statutory, regulatory and legal environment where public schools can thrive.

1,723 **emails** to legislators generated through 15 ASBA action alerts throughout the 15 weeks of the legislative session.

280 **bills** tracked through the legislative process.

14 **live updates** via Facebook Live (and posted to YouTube).

5,200 **individuals** received 91 legislative update emails over the course of the year.

Legislative advocacy by ASBA was instrumental in ensuring Prop. 305 was referred to the ballot, where it resulted in a 2:1 victory against vouchers in November 2018. Securing $373 million in additional new investment in education and ensuring local boards flexibility in allocating it was another major win.

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

1,981 **webpage views** in five days of materials ASBA developed to assist districts with the April 2018 teacher work stoppage.

74 **videos** produced to inform and engage members on topics from public policy issues to the people, programs and practices that improve outcomes in Arizona public schools to ASBA events.

63 **original articles** on public education issues in Arizona reported on AZEdNews.com.

Research
Defining the issues with data.

$216 million more in teacher compensation shown.

Our analysis refuted criticism leveled in January 2018 by some politicians against school boards, proving 90 percent of Prop. 123 funds – or $216 million – were used for teacher salaries the prior year.

Research staff also provided districts tactical information on the impact of the FY19 budget just days after negotiations on teacher salaries and District Additional Assistance concluded.

A Special Education Cost study was also released, which illustrated to policymakers the significant gap between costs and funding.

Leading for Equity
52 weeks per year that ASBA prioritizes leadership for equity in education. Equity continues to be integrated in all aspects of the association’s work, from breakout sessions and keynote speakers at all major events to legislative priorities, advocacy and research.

ASBA’s communications team shot 5,000 photos in district schools across the state to ensure all images used by the association on all platforms are representative of our students.

A new Equity Committee of the Board of Directors was established to act as a resource to the board and staff.

In addition, ASBA continues to lead nationally in this work, presenting at the NSBA Equity Symposium, the annual meetings of state school boards association leadership development and communications staff, and the National School Public Relations Association, and to statewide audiences in Michigan and Oregon.

Professional Development
Building the knowledge base and leadership and governance skills of board members.

- **Conferences & Events**
  - 200 hours of learning content produced and presented at 27 events with combined registration of more than 3,230.

- **Webinars**
  - 3,100+ registrants for the 19 webinars ASBA presented.

- **New Board Member Development**
  - 200 incoming board members already have received training from ASBA to begin their journey.

- **Academy of Board Development Awards**
  - 221 training awards presented to individual board members, and 12 to presented to full boards.

Essential Foundations
Providing the services for a solid base upon which boards can build.

Superintendent Search Service
592 hours of on-site support and 600+ hours of off-site support provided to 13 governing boards engaged in superintendent searches. Team Transitions dialogues, led by ASBA staff, round out the search process.

$140,000 differential between the highest and lowest superintendent salary reported on ASBA’s refined and reorganized superintendent salary survey.

Policy Services
44 policy advisories prepared and distributed to school district subscribers to help them remain in compliance with state and federal law. Thirty-three policy advisories were prepared for charter school subscribers.

17 districts engaged in complete policy reviews.

3X more districts using ASBA’s Employee Handbook service.

Staff
21 dedicated, mission-driven employees led by Executive Director Dr. Timothy Ogil, working daily to cultivate excellence in locally-governed school districts and carry out the strategic goals of the ASBA Board of Directors.

Board Support
Working with full boards to achieve effectiveness and peak performance.

65% more custom trainings and facilitations provided to local boards.

6X more governing boards completed ASBA’s new Online Board Self-Evaluation.
New ASBA officers to serve in 2019


These officers will join Lawrence Robinson, Roosevelt Elementary School District, 2019 president and first African American board member to serve in this role, and Linda Lyon, Oracle Elementary School District, immediate past-president of the ASBA Board of Directors to form the executive committee of the ASBA Board of Directors.

The election of secretary, treasurer and president-elect was held at the ASBA Annual Business Meeting at 10:30 a.m. on Thursday, Dec. 13, 2018, at the Biltmore Conference Center in Phoenix in conjunction with the ASBA-ASA Annual Conference.

Thank you for voting on bylaws

In December, we had 80 districts cast their vote on the two bylaw proposals put to ASBA membership for a vote. While response to both was overwhelmingly positive, neither proposal achieved the two-third affirmative votes required by the association’s current bylaws to pass an amendment. We appreciate all those boards that exercised their membership responsibility and cast votes. The number of boards that voted in 2018 was up 16 percent from 2017.
The Arizona School Boards Association is proud to announce this year’s County Directors for each county in Arizona, with two for Pima and Maricopa Counties due to their higher populations. Last fall, ASBA leadership hosted 14 County Meetings throughout the state. These meetings provided an opportunity for ASBA and its elected County Directors to share issues and solutions to local challenges with members of other boards in their areas.

Elections for ASBA County Directors were also held. County Directors serve two-year terms on ASBA Board of Directors. The board is responsible for oversight of the association, including financial management, and meets at least four times a year. All must be current school board members.

The chairs of the ASBA Hispanic-Native American Indian Caucus and the ASBA Black Caucus also serve on the board of directors, as does any Arizona school board member who serves on the board of directors of the National School Boards Association.
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. Having an official portrait taken was a benefit of the experience.
ASBA Welcomes New School Board Members

YOUR JOURNEY STARTS NOW!
Arizona School Boards Association
2019 Political Agenda

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

Preserve and Strengthen Local Control

Improve Outcomes for All Students

Require Public Accountability for Taxpayer Dollars Spent on Education

ASBA leadership and members of the association’s Governmental Relations and Legal Services staff guide the political agenda process.

DR. TIMOTHY L. OGLE
Executive Director

LAWRENCE ROBINSON
2019 President

CHRIS KOTTERMAN
Director of Governmental Relations and Public Affairs

LEIGH JENSEN
Governmental Relations Associate

CHRIS THOMAS
General Counsel / Associate Executive Director of Legal and Policy Services
Adequately and Equitably Fund District Schools to at Least the National Median per Pupil Funding.

- Provide additional state funding for nationally competitive salaries to attract, recruit, and retain talented teachers and staff.
- Revise the School Finance formula to:
  - Provide a stable, dedicated revenue source less reliant on the general fund or annual legislative appropriation.
  - Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural schools.
- 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.
- Provide adequate ongoing resources to ensure district equipment and facilities are maintained and comply with at least minimum school facility standards.
- Accelerate full restoration of district additional assistance (DAA) funding.
- Provide new school construction funding for site acquisition, design, and construction before existing schools exceed their maximum capacity and become overcrowded.

Preserve and Strengthen Local Control

- Maximize local control and flexibility in managing funds and programs.
- Maintain board control of all secondary property tax levies for district schools.
- Change “override/budget increase” language to better reflect what voters are being asked to support.
- Allow school districts greater flexibility in the divestiture or use of taxpayer-funded assets.

Improve Outcomes for All Students

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

Require Public Accountability for Taxpayer Dollars Spent on Education

- Eliminate unfunded mandates and administrative burdens.
- Return desegregation funding to a primary tax levy.
- Conduct an exceptional student services cost study to provide greater equity in funding and access for exceptional student services within the public-school system.
- Adequately fund the cost of student transportation.
- Provide funding for preschool programs.
- Reform current year funding to a system that provides districts with appropriate stable annual budgeting ability and technical reliability.
- Prorate funding over the entire school year among all schools that a student has attended during the year for any student that changes enrollment during the year but has not moved.
- Provide funding to individual districts to implement locally directed school safety initiatives.

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

- Establish financial and academic transparency for all institutions that accept public funds.
- Repeal any program that gives public funds for private schools, vouchers (Empowerment Scholarship Accounts) and private school subsidies (Student Tuition Organizations) and prevent any future expansion.
- Require comparative classroom spending audits for school districts and all other institutions that accept public funds and define “classroom spending” as both instructional spending and student support spending.
- Require consistency in the recusal of a board member from a decision in which the member or the member’s employer stands to benefit financially.
- Enforce financial requirements and seek recovery of improperly received and/or expended public funds by charter and private schools and organizations.
Have you read the latest issue of **ASBA CONNECT**?

Your instant news connection to board service, advocacy and leadership services.

Subscribe now by going to [azsba.org](http://azsba.org) and click on Communications!
BECOME EVEN MORE EFFECTIVE
WITH ASBA BOARDDOCS PRO!

Take your meeting management to the next level with the most robust board management tool available. Designed to fit the needs of school boards, BoardDocs Pro is faster, better and more cost-effective. Some features include:

- Advanced document workflow with electronic approvals from an unlimited number of document submitters
- Integrated strategic plan and goal tracking
- Automatic generation of minutes and live meeting control panel for all board actions
- Integrated private annotations for executive users
- Much more!

Upgrade to BoardDocs Pro by Jan. 18, 2019 for ASBA members for discounted pricing!

Learn more!
BoardDocs.com
(800) 407-0141
Stay informed with ASBA session updates!

Stay informed with daily in-session updates, weekly highlights, Facebook Live updates, regulatory hearing summaries and much more!

Go to azsba.org/advocacy/legislative, if you would like to receive specific information about your legislative district, and make sure to provide your home address when you sign up.

Sign up to receive daily push notifications using the ASBA app.
Effectively Board Meetings - This training helps your team identify ways to have productive, efficient and informative board meetings. Agenda setting, meeting norms and pacing are just a few of the topics covered in this training.

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

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

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

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

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

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

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

Let ASBA come to you!
Please contact ASBA by email or call 602.254.1100.

Meet our ASBA Trainers…… Board Support Training Specialist  Board Support Training Specialist
nwhaley@azsba.org  jbacon@azsba.org
Board Self-Evaluation
A Look at ASBA’s NEW, Online Self-Evaluation Tool

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

The 5 Pillars of Board Service
ASBA’s self-evaluation tool will allow you to assess your board’s performance in five pillars of effective board service.

Conduct and Ethics | Vision | Structure | Accountability | Advocacy

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

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

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

---

**Standard 2  Vision**

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

- **Benchmark of Success B**
- **Leading the development, articulation and stewardship of a vision of learning that is shared and supported by schools and community.**

---

To what extent does our board:

- **Q26** Include stakeholders when developing and revising the district’s vision?

- **Q27** Communicate its rationale for decisions to the community?

---

**Ready To Self-Evaluate?**

**Step 1** Commit to pursuing continuous improvement as a board.

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

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

**Step 4** Choose your report and review your results.

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

Membership Tiers

**Gold $100**
- Monthly Insider Education Emails
- Ribbon for all ASBA Conferences
- Membership Card
- Friends of ASBA Pin
- Recognition in ASBA’s Annual Journal
- Hard Copy of the Friends of ASBA Voting Record
- 2018 Guide to the 54th 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

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2018 ASBA Annual Awards Showcase

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 2018.
The Lou Ella Kleinz Award of Excellence is the highest honor the Arizona School Boards Association bestows on a governing board. The Nogales Unified School District governing board was presented with ASBA’s annual Lou Ella Kleinz Award of Excellence for demonstrating the most outstanding educational leadership this year. Members of the Nogales USD board are Barbara Mendoza, Santiny Orozco, Marcelino Varona, Jr., Greg Lucero, and Manuel Ruiz.

The Nogales Unified School District is located in a rural town located on the Arizona-Mexico border which has educated students for over one hundred years. The Board recognizes that it truly takes a village to raise a child, especially if one is to develop all aspects of the child to produce a responsible citizen.

To ensure that programs are available to meet student needs, the board works closely with district staff to secure and protect funding for those programs as well as leveraging local override funds which the community generously supports to fund athletics, fine arts, and drug and alcohol resistance education programs.

The governing board participates actively in a variety of professional development opportunities provided by ASBA as well as other organizations and the National School Boards Association. In addition, the board encourages and supports the efforts of the superintendent, district leadership, and staff in their own professional development. In order to support new technologies, innovation and diverse district needs, the board understands the importance of continuous learning and growing.

This extraordinary governing board continues to foster a district culture of continuous improvement, accountability, and success at the district. Congratulations to this year’s Lou Ella Kleinz Award of Excellence winners.
The Barbara Robey Lifetime Achievement Award is awarded to a devoted servant leader that supports our state’s public education and the children of Arizona. Mike Hughes has been named the 2018 recipient of the Barbara Robey Lifetime Achievement Award.

A native of New York, Mike earned his teaching degree at Arizona State University and began his career as a special education teacher. In 1975, Mike joined other Mesa leaders in founding PreHab of Arizona, a community organization that provided drug abuse prevention and rehabilitation services for teenagers.

During his 40 years of leadership, PreHab became “A New Leaf,” a comprehensive social services organization that provides a broad range of social services including crisis, family services and shelters for the homeless and victims of domestic violence. Last year nearly 25,000 individuals, many of them children enrolled in public schools, received services from this organization.

In 1995, Mike was elected to the Mesa Public Schools governing board. He served for 20 years, including five terms as board president, and most recently was honored with a school renamed after his legacy, the Michael T. Hughes Elementary School.

Under Mike’s leadership, the Mesa Public Schools governing board was a model of cooperation, productivity and civility; won voter support for bond and overrides; and worked collaboratively with other school district governing boards to respond to the challenges to public education in the Arizona legislature.

In 2011, Mike was elected to the ASBA Executive Committee and served as its president during 2012. Mike is an articulate spokesperson and has a unique ability to concisely “frame” an issue. This was evident when he led an instrumental role in the formation and success of Friends of ASBA, a sister organization of ASBA and separate 501(c)(4) corporation, for which he currently serves as president on the board.

In many ways and over four decades, Mike Hughes has contributed greatly to public education and its beneficiaries, Arizona’s schoolchildren.

Congratulations to this year’s Barbara Robey Lifetime Achievement Award recipient.
Devin Del Palacio, Tolleson Union High School District

This year, ASBA presented the 2018 Advocate of the Year Award to Devin Del Palacio of the Tolleson Union High School District Governing Board. Devin has distinguished himself as a committed voice for public education both within the school district and without. Throughout 2018, Devin repeatedly answered the call to stand up for public education, appearing before Legislative Council to testify on ballot measure descriptions for Proposition 126 and the Invest In Ed initiative, to being a leading voice on the impact of private and religious school vouchers on students in his community. Devin was an early and consistent supporter of educator advocacy in 2018, encouraging the employees of Tolleson UHSD to speak up on behalf of their students if they were moved to do so. Always a consistent and strong voice for students of color, Devin is the 2018 and 2019 president of the ASBA Black Caucus and also serves on the ASBA Equity Committee. Congratulations to this year’s Advocate of the Year Award winner, Devin Del Palacio.
About the Award

The All-Arizona School Board Award is the highest honor the Arizona School Boards Association bestows on individual governing board members. Nominated by their governing boards, the recipients are experienced board members who have demonstrated excellence in boardmanship, a commitment to gaining knowledge of school problems, concern for students as well as staff and patrons of the district, and an ability to work with other board members.

Kelly Baker, Morenci Unified School District

Kelly Baker exemplifies servant leadership. As a board member, she is the first person to step forward when a board member is needed on a committee, judge an event or to set up and take down a room. Simply put, she understands the difference that quality school governance can make in a district and strives to provide that leadership each day. Kelly is a life-long resident of Morenci and easily recognized by students, parents and staff. Kelly can be observed at most school events, sometimes quietly viewing, at other times encouraging a band or choral group, thanking employees or helping with tickets or concessions. Like leaders in most small communities Kelly is involved in just about everything. She is active in her church, volunteers with the Lions Club and served on local United Way Committee. Last year she was a cook for Greenlee Search and Rescue when they prepared breakfast for all teachers during Teacher Appreciation Week. Kelly is completing her 10th year on the Morenci Governing Board and ran opposed for the next term beginning in 2019. She has served as board president three times and is currently the ASBA County Director for Greenlee County.

Continued on next page
Nelson Daley, St. David Unified School District

Nelson Daley is a native of Thatcher, AZ, where his father was a pilot before he was born. Later, Nelson would get his pilot’s license in honor of his father to share a passion that his father admired. Shared the most. Putting down stakes in St. David, AZ, Nelson married the former Ester Mayberry and have six wonderful children, all of which have either graduated from or currently attend St. David Unified Schools. Nelson Daley has been elected and served as the board president for the last six years. He has provided guidance to support new initiatives in the district. As a member of the community, he has always supported initiatives to bring forth positive images of the district and to consistently strengthen community-school relations. Nelson is also an active leader in his church and serves as a deacon’s quorum assistant adviser for young men. He is also the Scoutmaster for Troop 423, serving the St. David area. He is actively involved in ASBA events and proudly serves on the ASBA Legislative Committee and has advocated for the needs of the St. David students since board-elected.

Frankie DalMolin, Globe Unified School District

Frankie DalMolin has served as board president for several years in the Globe Unified School District. As president Frankie led the board to fully participate in school by setting an example of in-depth involvement in the school district and community. Frankie is an ambassador for the board and the district. He can be seen regularly at school events, visiting building, or taking time to meet and talk with employees. He embodies the District Vision statement, “Capturing Hearts, Empowering Minds.” Frankie takes the roles and responsibilities of serving on the Governing Board of GUSD very seriously. He operates as a true board professional. He has worked diligently to grow his boardsmanship skills ever since he first took a seat on the board. In the past years, he has served as ASBA County Director for Gila County as well as served on several state ASBA committees representing the Globe community.

Kathy Knecht, Peoria Unified School District

Kathy Knecht joined the Peoria Unified Governing Board in January of 2007 and has served the district for the last 12 years. Since her first day as a board member, she has been a connector between the district and a vast number of community organizations, business leaders and nonprofit organizations. The district has capitalized on her leadership on local boards and advisory committees where she brought awareness of its unique programs and needs. Kathy served as an ex-officio member of the Peoria Education Foundation for the duration of her term which brought her nonprofit leadership experience and Board service together. She constantly cultivated relationships in the community to help support increased donations and volunteers for the Foundation. Kathy has also served as a member of WESTMARC’s Workforce Education Committee, member of the Peoria and Surprise Chamber of Commerce, including serving two years as a board member of the Peoria Chamber of Commerce and currently serves as a member of the West Valley Arts Council. She served five terms on the ASBA Board of Directors which peaked in 2016 when she was elected as president. At the national level, Kathy was elected to serve as the Pacific Region Chair for the National School Boards Association (NSBA) in 2017.

Ferrall Knight, Holbrook Unified School District

Ferrall is a true advocate for students not only in the district but throughout Arizona. His experience as a classroom teacher and his continued experience as a school board member defines what school leadership is all about. It is only on a rare occasion (maybe fewer than five times) that Ferrall has missed a school board meeting in 18 years of service. In addition, he can be found at school concerts, sporting events, as well as participating in school-wide activities. He is a dependable, centered and an open-minded leader. In his leadership capacity he has placed emphasis on providing students the opportunity to become who they are capable of becoming. Ferrall has provided advocacy for alternatives to student expulsions, provided leadership to expand learning opportunities for students; such as, building a new elementary school on the Navajo Nation and has consistently helped the district strive to be the standard in serving a diverse population of students which is evidenced by the Holbrook School District graduation rate exceeding the state average in every category. Ferrall was also instrumental in helping the district pass a bond to build a performing arts center, a precious addition to the students, parents and staff in the district.
Total Board 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.

Antelope Union High School District

SCOTT FERRIS
President
MARTHA YARDLEY-JONES
Vice President
SANDREA KERR
Member
BARBARA BRADEN
Member
CHANDRA MANN
Member

Apache Junction Unified School District

JODI EHRlich
President
DENA KIMBLE
Vice President
CAMI GARCIA
Member
CHRISTA RIZZI
Member
Globe Unified School District
FRANKIE DALMOLIN
President
ANNA HARMON-JAMES
Clerk
JACQUE CLINE-SANDERS
Member
ROBERTA HUNTER-PATTEN
Member
JUDY MOORHEAD
Member

Nogales Unified School District
MANUEL RUIZ
President
ROBERT ROJAS
Member
BARBARA MENDOZA
Member
GREG LUCERO
Member
DR. MARCELINO VARONA, JR.
Clerk

Peach Springs Unified School District
MICHELLE ZEPHIER
President
ROGER MUELLER
Member
EMMA TAPIJA
Member
Peoria Unified School District
MONICA CEJA MARTINEZ
President
BEVERLY PINGERELLI
Clerk
JUDY DOANE
Member
KATHY KNECHT
Member
DAVID SANDOVAL
Member

Safford Unified School District
MIKE DELAO
President
JULIE CLIFF
Member
CRAIG HACKETT
Member
DIANE JUNION
Member
SHIRLEY TURNER CHAPLIN
Member

Lake Havasu Unified School District (NO PHOTO AVAILABLE)
JOHN MASDEN, President
NICOLE COHEN, Vice President
KATHY COX, Member
PAT ROONEY, Member

Phoenix Elementary School District (NO PHOTO AVAILABLE)
DANIIL GUNITSKII, President
DR. RUTHAN MARSTON, Vice President
LYNNÉ ALMY, Member
SUSAN BENJAMIN, Clerk
DR. LOUISA STARK, Member
TOTAL BOARD AWARD

Sunnyside Unified School District
BUCK CROUCH JR.
President
BEKI QUINTERO
Clerk
EVA CARRILLO DONG
Member
DANIEL HERNANDEZ JR.
Member
ROBERTO S. JARAMILLO
Member

Tempe Elementary School District
ROCHELLE L. WELLS
President
MONICA TREJO
Vice President
TERESA DEVINE
Member
JIM LEMMON
Member
PATRICK MORALES
Member
Vail Unified School District
JON AITKEN
President
ALLISON PRATT
Clerk
CLAUDIA ANDERSON
Member
MARK TATE
Member
CALLIE TIPPETT
Member

Whiteriver Unified School District
RUBERT LUPE
President
HAYDEN ANDERSON
Vice President
FRANK JOHNNY ENDFIELD JR.
Member
LEOLA LARZELERE
Member
ERMON COLELAY
Member
HONOR ROLL AWARDS

About the Award

The Honor Roll Award recognizes retiring board members who were nominated by their boards for outstanding service.

ANNETTE AUXIER, Chandler USD
BERNADETTE COGGINS, Kyrene ESD
STEVE DOCKRAY, Valley Academy CTE
VIC GRACE, Balsz ESD
KARI HOFFMAN, Colorado River UHSD
ELIZABETH T. HUNSAKER, Tolleson ESD
GARY KEMP, JO Combs USD
KATHY KNECHT, Peoria USD
MARK LANE, Paradise Valley USD
GERALD LONG, Flowing Wells S.D.
TOM MURPHY, Sahuarita USD
SANDY PRITCHETT, Seligman USD
LISA ROSSI, Ajo USD
NORMAN SANDERS, Gila Inst. for Tech
DEBRA SCOTT, Sierra Vista USD
FRED FERREIRA, San Carlos USD
BOB RICE, Chandler USD
KATHY BOURGEOUS, JO Combs
The Mind, Body, & Spirit Program is open to all students in all grade levels in the Laveen Elementary School. The before-school class focuses on effective breathing techniques and meditation. This gives students the opportunity to start each morning with a calming meditation.

Throughout the day, any student that is dealing with anger, depression, anxiety, or off-task behavior will be offered time in the Mind Body Spirit Room located in the front office. There, the students will find a Yoga instructor who will guide them through a meditation exercise and/or a mindfulness activity until the student has reached a level of calmness and understanding.

The MBS program is directly linked to the English Language Assessment standards. At the end of each MBS session, students complete a Claim, Evidence, and Reasoning (CER) report, which reinforces the need to support claims with evidence and provide reasoning.

Since its implementation, the MBS program has been a major contributor to academic growth. The years prior to its implementation, LES academic achievement on the AzMerit had consistently fallen flat with proficiency levels of 22 percent in English Language Arts and 21 percent in Math. Last year, after the implementation of the program and significantly decreased office referrals, Laveen Elementary showed the most growth in the district with 28 percent in English Language Arts and 30 percent in Math. The school has maintained growth pattern as it continues to teach the skills of being focused, resilient, and centered in emotions.

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Over the past two years 27 Morenci High School graduating seniors had a very unique honor – they walked across a college stage and received an Associate Degree - prior to receiving their high school diploma!

This was made possible by the Morenci High Distance Learning Initiative, a joint program between Morenci High School and Eastern Arizona College. Initially the offerings were quite modest – a few college classes provided on the Morenci Campus. However, the program quickly gained momentum and is now a hybrid model that encompasses online offerings, interactive television classes and classes on the Morenci and Eastern Arizona College campuses.

The program has allowed 14 percent of Morenci’s graduating seniors over the past two years to obtain a college degree prior to graduating from high school.

Morenci High School is a small school with a student body of 340 students. When this program started a student could potentially earn six credits while in high school. Last year, students completed over 1,600 college credits in total.

Andrada Polytechnic High School was designed and built for CTE programs where the focus is hands-on curriculum in a college-like campus community of 1,000 students.

With district support, Andrada now prioritizes all its resources into supporting the 1,000 students in those pathways. Instead of investing in costly playing fields and courts, the district invested in high industry classes and equipment as well as electives within its pathways.

Students in Healthcare Pathways including Medical Assisting, Sports Medicine, Veterinary Assisting (dual enrollment program with Pima Community College at APHS), and Behavioral Health must be prepared for professional life. Students are treated as employees. They earn a payment in the form of points and are allotted sick days as they might experience as personal trainers, physical therapists, veterinary assistants or medical assistants. Students must request time off, can be docked “pay,” and must adhere to workplace standards.

Often times, students are required to pay extensive fees in similar healthcare programs to earn certifications. When Andrada faculty discovered that some students were opting out of taking national certification exams due to expense, the school and district found a way to cover the expense through grants and JTED funding. Andrada further provides transportation to the testing centers.

Every student enrolled in the Medical Assisting and Sports Medicine programs has earned passing scores on annual state assessments, every single year since the school has opened! Medical Assisting students consistently have the highest scores in the state – including the top 20 last year. Students also take the national exams for certification which increase employability and college entrance opportunities.
For more than three decades, ASBA has put the spotlight on those districts with a proven record of achieving excellence through their academic programs by awarding the prestigious ASBA Golden Bell Promise Program Award to the educators and administrators who create and implement these programs.

Awards are presented in four categories: Elementary (pre-k through grade 8), High School (grades 9-12), and District-wide Curriculum Delivery and Accountability.

Nominations will be open late Aug. and due Oct. 18, 2019.

Winning programs are showcased with a video at the Annual Conference Awards Program.
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.

Small District
Jeff Gregorich, Hayden-Winkelman USD

Superintendent Jeff Gregorich is the prime example of leadership and professionalism. This is evident through the relationship he has established with the school board, staff and community. He is always respectful and provides his honest opinions keeping in mind what is the best interest of students first, no matter how popular or unpopular his voice is perceived. Under his leadership, the technology gap has close with every student in grades K-4 receiving their own district-assigned iPad. He has adopted a district-wide curriculum calendar, district assessment tools and created a Student Data System that identifies struggling students and implements strategies to help students improve.

He partners with town councils, local police and fire, and other community organizations to ensure all stakeholder groups are engaged and involved with the school district.

Mr. Gregorich worked collaboratively with staff to create a three-year strategic plan that focuses on school improvement, community partnership, technology and enrichment.

Mid-Size District
David Verdugo, Santa Cruz USD

Superintendent David Verdugo has worked to create a strong positive culture that unified district schools; including a strong collaborative relationship with the Governing Board and community.

He has demonstrated his commitment to a strong curriculum by renovating space for the CIA dept., restructuring the department, establishing a district training center, and attending professional development with staff and administrators.

His demonstrated strategic planning skills include combining two schools into one K-8 building, expanding the Welcome Center, centralizing two pre-schools, partnering with the local Family Resource Center, and guiding the community to an increased override passage.

Mr. Verdugo, facing very challenging demographics, has infused the district with an energetic and far-reaching vision. The results are evident from a 5-Star Preschool program to a nationally recognized high school with multiple A+ schools in between.

Recognizing that effective fiscal management is vital to the success of a district, Mr. Verdugo works diligently to build trust among many stakeholders. As a result, the district is delivering ever-higher value to the community.
ASA SUPERINTENDENT
OF THE YEAR AWARD

Large District
Dr. Perry Berry, Queen Creek USD

Dr. Berry is visionary, driven, relentless, and has high expectations. He has an ability to network and connect with the community, neighboring districts, faith leaders, other colleagues, etc. He has built a vast network of businesses and community leaders willing to step up for Queen Creek USD. Under his leadership, the Queen Creek Education Foundation went from raising approximately $8000/yr to $80,000/yr for student scholarships and teacher grants.

Dr. Berry’s priority is K-12 College & Career Readiness. He implemented AVID districtwide and increased AP/Dual Enrollment offerings. With his leadership, all students create an ECAP beginning in 6th grade. He is also opening a 2nd high school.

In just two years, Dr. Berry secured over $100 million in bond & override money and $55 million in state funding from the School Facilities Board. He overhauled the district’s salary schedule and brought teacher base pay up to $44,000 from $35,250. He is an exemplary leader dedicated to student success.

American Association of School Administrators’ National Superintendent of the Year Program
Dr. Howard Carlson, Wickenburg USD

Dr. Howard Carlson has worked as a superintendent for more than 15 years in the states of Washington, Minnesota, and Arizona. As superintendent of the Wickenburg Unified School District (WUSD), Dr. Carlson has always maintained a focus on students.

Dr. Carlson envisioned a framework which now serves as a foundation for the alignment of the district’s curriculum, assessment and instruction processes.

As the district implemented the Arizona College & Career Ready Standards, adopted new ELA and math curriculum, and focused on effective instructional strategies, the work was guided by the CAILL Framework for the Improvement of Student Learning.

Dr. Carlson also has a passion for assisting aspiring superintendents and those new to their positions. In 2009, he co-authored “So Now You’re the Superintendent!”, a book co-published by AASA and Corwin Press. The book is used in superintendent preparation programs across the U.S. to assist aspiring superintendents in better understanding this unique role. In January 2019, Dr. Carlson’s second book titled “Accelerated Wisdom: 50 Practical Insights for Today’s Superintendent” is set to be printed.

He has served on the AASA Governing Board and held officer and board positions with the Arizona School Administrators Association. Dr. Carlson also served a term on the state’s E-Learning Task Force, where he was appointed to this position by the Governor of the state of Arizona.

It is evident Dr. Carlson continues to impact and influence at the local, state, and national level.
Jack Peterson Scholarship

ASBA has awarded its annual Jack Peterson Scholarships to high-performing high school seniors who plan to pursue college degrees in education. These scholarships were awarded to Ashley Hostetler from Williams Field High School in Higley Unified School District and Angelica Vazquez from Chino Valley High School in the Chino Valley Unified School District.

Panfilo H. Contreras Honorary Scholarship

ASBA has awarded its Panfilo H. Contreras Honorary Scholarship which is funded by the ASBA Hispanic Native American Indian Caucus to two Hispanic or Native American students who plan to pursue a college education. These scholarships were awarded to Brandon Fimbres from Pueblo High School in Tucson Unified School District and Robyn Nelson from Page High School in the Page Unified School District.
ASBA Student Photography Contest

ASBA named the winners of the annual ASBA Student Photography Contest, who demonstrated excellence behind the lens. Photos were judged for students in grades 9-12. The theme of the statewide student photography contest was “Arizona Outdoors.”

The photos were reviewed by an esteemed panel of judges including the photography editor of Arizona Highways Magazine who will be providing the winning students and their teachers with a photo workshop in February.

9-12 CATEGORY
1st Place
Amy Barreto, Benson High School, Benson Unified School District

9-12 CATEGORY
2nd Place
Samantha Richardson, Walden Grove High School, Sahuarita Unified School District
9-12 CATEGORY
3rd Place
Taylor Andes, Walden Grove High School, Sahuarita Unified School District

9-12 CATEGORY
3rd Place
Isaac Rhoden, Williams Field High School, Higley Unified School District

9-12 CATEGORY
Honorable Mention
Catherine Deimes, Williams Field High School, Higley Unified School District
9-12 CATEGORY
Honorable Mention
Mikaela Rabago, Williams Field High School, Higley Unified School District

9-12 CATEGORY
Honorable Mention
Haydee Wilson, Vail Academy and High School, Vail Unified School District

9-12 CATEGORY
Honorable Mention
Makaela Weddle, Benson High School, Benson Unified School District
**Keynote Speaker** - Thursday, Feb. 14

**Dr. Victor Rios**, award-winning university professor, author and speaker, on “Changing Mindsets: Moving from At-Risk to At-Promise” PLUS special screening of the 2018 award-winning documentary "The Pushouts," based on his life.

**Movie Screening: "The Pushouts"** - Thursday, Feb. 14

Through Rios's personal lens and its interplay with the stories of the young people of Yo!Watts, "The Pushouts" looks at questions of race, class and power - and the perils and promise of education.

**Interactive Workshop** - Friday, Feb. 15

**Joy Mohammed**, School counselor, author and well-known education equity blogger, leads
- “Practicing Cultural Awareness, Agility & Competence: What Districts Can Do to Affirm and Value Diversity and Inclusion”

This two-day experience aims at taking you and your board from a deeper understanding of equity to strategic leadership, and impact for closing the opportunity, access and achievement gaps in your schools. Sessions will delve into the five critical areas in ASBA’s “Leading for Equity Framework.”

**Thursday, Feb. 14, 8:30 a.m. - 3:30 p.m.**

Stay for a hosted networking reception sponsored by ASBA’s Black Caucus and Hispanic-Native Caucus

**Friday, Feb. 15, 8:30 a.m. - Noon**
REGISTRATION

Registration Fee - Pre-Conference, Wednesday, February 13
Member district registration fee is $125/person. Non-member fee is $125/person. The fee includes lunch and light refreshments.

Registration Fee - Main Event, Thursday - Friday, February 14-15
The $295/person member registration fee includes access to online materials, continental breakfast on Thursday and Friday, snacks both days and lunch on Thursday. Non-member registration fee is $295/person.

Online registration for both workshops closes on Friday, February 8, 2019. This is also the date for cancellations to be submitted. On-site registration will be accepted at an additional cost of $50.

HOTEL RESERVATIONS

Hotel Information:
For reservations at the Sheraton Crescent Hotel, call 602.943.8200 no later than January 22, 2019. The ASBA conference room rate is $174 single/double. To receive the conference rate, please mention the ASBA Equity Event.

Refunds, Cancellations and Substitutions:
Cancellations for both workshops must be in writing and faxed to 602-254-1177 by Friday, February 8, 2019. No Shows will not be refunded. Those registered are entitled to send substitutes in their place.

Should you require assistance with the registration process, please call the ASBA office at 602-254-1100 or 1-800-238-4701.
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ASBA offers a model employee handbook to cover district employees’ terms and conditions of employment. The purpose of an employee handbook is to advise employees of important aspects of the district’s unique culture and organizational mission. It serves to communicate conditions of employment, conduct and behavior. It outlines organizational expectations along with aspects of compliance with federal and state laws and regulations.

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

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

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

Preview how the employee handbook is organized at azsba.org/asbas-employee-handbook-services.

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WHERE BREAKING EDUCATION NEWS BREAKS FIRST!
Seventy-eight percent of Arizona voters say K-12 teachers’ salaries are too low and 73 percent say schools need more money in a poll released before the legislative session starts Jan. 14 in Phoenix.

For the fourth consecutive year, voters said education remains the top issue facing the state during a poll of 600 Arizonans conducted Dec. 10-12, 2018 by HighGround Inc. on behalf of Expect More Arizona.

“Education is the key to unlocking the potential of individuals and communities in our state. The success of every student is vital to our state's economic prosperity and civic health and everyone’s quality of life,” said Christine M. Thompson, president and CEO of Expect More Arizona.

“That is why Expect More Arizona will work with our partners and network of supporters to advance policies that help ensure all students receive an excellent education every step of the way,” Thompson said.

**Teachers prepare for legislative session**

Teachers are gearing up for the legislative session, by wearing #RedForEd on Wednesday, Jan. 9, going to Arizona Educators United regional planning meetings on Jan. 12, listening to Gov. Doug Ducey’s State of the State Address on Jan. 14 and sharing their thoughts about it on social media.

Educators are also preparing for walk-ins at their schools on Jan. 16, and they plan to attend education committee meetings at the House at 2 p.m. Jan. 28 and in the Senate at 2 p.m. on Jan. 29.

**Education advocates concerns**

Last week, PBS’ Arizona Horizon host Ted Simons asked if events last year changed the dynamic for education in Arizona.

“Well, I hope it did. I hope the people who work at the legislature and the governor himself saw that the public really does see a crisis in education,” said Joe Thomas, president...
of Arizona Education Association on the show. “It goes beyond simply the classroom, the classroom teacher we need to have more counselors, we need to have those support systems in our schools, and we were able to move the needle a little bit, but there's so much work to be done.”

Last year, Arizona Legislators approved renewing Prop. 301, protecting a critical revenue stream that would have expired in 2021 that public schools rely on when creating their budgets, restored $1.8 million in career and technical education funding that had been cut in previous years, and approved Gov. Ducey’s plan to restore $94.9 million of the $2.4 billion cuts in additional assistance since 2009, and his plan to raise teacher’s salaries by 20 percent by 2020.

“We give the governor credit for moving that forward. Our attitude then and now is this is fantastic. We need this money in the classroom today, but it’s yes, and ... The $300 million and that money to follow doesn’t get us to where we were in terms of inflation adjusted dollars before the recession hit,” said Chris Kotterman, director of governmental relations for Arizona School Boards Association on the show.

Jim Zaharis, executive vice president of the Arizona Business and Education Coalition said, “We’re looking for a long-term, stable revenue stream to fund education K-12 and actually P-20,” as well as the state paying half of all Arizona students’ in-state university tuition.

To read full article go to azednews.com.

Blended Learning boosts achievement, collaboration and creativity

JANUARY 2, 2019 | LISA IRISH/ ARIZONA EDUCATION NEWS SERVICE

The project-based blended learning program at Maricopa Unified School District has been boosting students’ achievement on AzMERIT, increasing collaboration and showcasing their creativity for the past five years.

The blended learning program has grown from 50 students at Maricopa Wells Middle School in 2012 to more than 484 students today in blended learning classrooms at Maricopa Wells and Desert Wind middle schools as well as Santa Rosa Elementary School.

Blended learning students use their school laptop to learn from teacher-made lessons and online curriculum, take part in large and small group classroom instruction, then put that knowledge to use in class-time projects.

How boosting student engagement helps achievement

Letting students make decisions about their personalized learning has increased student engagement, said Steve Chestnut, former superintendent of the Pinal County district that serves more than 6,300 students.
AZEDNEWS

For example, a significantly higher percentage of Maricopa Unified’s blended learning middle school students passed AzMerit English and math compared to other students in the district, Chestnut said.

“The blended learning scores were significantly above the district average on all six tests and equal to or above the state average on five of the six tests,” Chestnut said.

Also, the percentage of blended learning students passing Algebra I on the 2017 AZMerit was significantly higher than all Maricopa Unified middle school Algebra I students and total state percentages for middle and high school students, Chestnut said.

Increasing student collaboration and creativity

Blended learning classroom environments increase students collaboration and creativity with areas to work together with and without technology and areas where they can work on their own.

Also, the older students in the blended learning classrooms mentor the younger students in both academic and social skills, and students rely on their peers and social networks for help, which leads to more self-motivated learners.

As a result of this collaboration and creativity, Maricopa Unified’s blended learning student teams received 16 of the 34 awards at the 2017 Arizona State Regional Future City Competition, where students collaborate to imagine, research, design and build cities that showcase their solution to a sustainability issue, Chestnut said. (Link to https://futurecity.org/)

At that competition, three teams won the Walton Sustainable Community Award, and was asked to present their project to guests including Dr. Michael Crow, president of Arizona State University, and Rob Walton, retired chairman of the board of Walmart, at ASU’s “Sustainability Solutions Showcase” at the Desert Botanical Gardens.

Middle school blended learning students also showcased their collaboration and creativity by earning one entrepreneur scholarship worth $1,000 and several honorable mention awards at the 2016 Shark Tank competition sponsored by Maricopa High School.

At the competition, students presented their ideas for an original business or product that solved a problem or filled a need, their marketing strategy and marketing presentation to community business leaders. Middle school blended learning students had one team place in the top five finishers and an additional three individual students placed in the top five.

Maricopa’s blended learning students also demonstrated their creativity and collaboration by submitting 27 short films and 9 screenplays to the inaugural 2017 Copa Shorts Film Festival competition for students and adults. Maricopa Unified’s curriculum department paid for the cost of each entry and three films were accepted into the festival and shown on the big screen at the Ultra Star Multi-tainment Center in Maricopa.

To read full article go to azednews.com.
Strong economic growth has added about $1.1 billion to the state’s general fund, and legislators will consider what to do with it as they develop the budget during the session that starts in January.

Of the roughly $1 billion surplus, only about $200 million can be used for ongoing spending, while the rest can be used for one-time spending, said Steve Schimpp, assistant director of the Joint Legislative Budget Committee and education analyst.

“How did we come up with a billion dollars all of a sudden? When we budgeted for the current year (fiscal year 2019), we hadn’t finished fiscal year 2018 yet. We thought we had spent pretty much every last penny, but in the end the economy sort of did a spike up,” Schimpp said.

That left the general fund with about $200 million more in revenue than was forecast at the end of fiscal year 2018, and that structural balance carried forward to both fiscal years 2019 and 2020, and was added to an updated revenue forecast of $302 for fiscal years 2019 and 2020, Schimpp said.

Forecast assumptions

This forecast depends on continued strong revenue growth of 6 percent for fiscal year 2019 that moderates to about 4 percent for fiscal year 2020 and beyond, slower growth in Medicaid thanks to the strong economy, allocating the one-time balance in the fiscal year 2020 budget instead of rolling it over into fiscal year 2021, the legislature not addressing federal tax conformity, and the U.S. Supreme Court’s Wayfair and sports betting rulings, as well as no economic recession from now until fiscal year 2022, Schimpp said.

“Currently, the legislature is debating what to do on federal tax conformity,” Schimpp said. “If they conform in a manner that may let you keep more money, that would actually raise state revenues between $133 million to $236 million.”

The U.S. Supreme Court’s Wayfair ruling lets states tax digital sales from out of state vendors. If legislators enacted a law that starts to tax digital sales, it could generate $85 million in more money for the state, Schimpp said.

The Supreme Court’s sports betting ruling allows states to authorize sports betting. If the legislature passed a measure permitting sports betting that could generate some more money, Schimpp said.
There are some things that could decrease that projected $1 billion and that includes the rental car surcharge, Department of Child Safety and K-12 capital funding lawsuits, Schimpp said.

**Concems of a recession**

Currently, financial analysts are split on whether the stock market turmoil marked by shares falling more than 3 percent earlier this week and the flattening yield curve between short- and long-term Treasury bonds indicate an economic slowdown or a recession ahead.

The Chairman of the Federal Reserve says things are great with steady, low inflation and very low unemployment, Schimpp said.

“But if you poll national economists, they’re more worried. About 2/3 of them predict we’ll have a recession by the end of calendar year 2020,” Schimpp said.

**Is the state ready for the next recession when it comes?**

“There’s a group called Standard and Poor’s, and they say not really. Arizona’s only got about 55% of what it would need to tide us through, but nonetheless we have some cushion there,” Schimpp said.

But Schimpp said that the economists who are anticipating a recession suspect that it will be much milder one than the Great Recession was “because they don’t see a lot of excesses built up in the economy.”

**Options for allocating the money**

There are a number of big ticket items that could spend down that projected $900 million in one-time money pretty quickly, Schimpp said.

Legislators may opt to continue the $80 million in one-time spending they proposed in fiscal year 2019, including about $40 million in one-time spending for school repairs, put more in the Rainy Day Fund – which has about $450 million saved away for the next recession, pay down a portion of the $1 billion in debt the state still owes from the last recession from selling and mortgaging state buildings and lottery revenues, or putting some of the money toward the $930 million K-12 rollover where schools receive that much of their money late each year, which the state has been doing for many years now, Schimpp said.

**Revenue and spending forecast**

Arizona ranks 6th in the nation in its change in employment, personal income and population, but ranks 44th with an unemployment rate of 4.6 percent, according to state policy reports.

The state is doing better than most, but “we actually have worse than normal unemployment, which is kind of a head scratcher, but it’s because the rest of the country has such a low unemployment rate,” Schimpp said.

Revenue is forecast to grow 6 percent this year, then moderate to 4.1 percent for fiscal year 2020, decline to 3.7 percent for fiscal 2021 and increase to 4 percent for fiscal 2022, Schimpp said.

Sales tax, corporate tax and individual

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FEBRUARY  13  Equity Event Pre-Conference,
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                     14-15  Equity Event Conference,
                              Phoenix

MARCH     30-31  NSBA Annual Conference,
                 Philadelphia, PA

APRIL     1   NSBA Annual Conference,
              Philadelphia, PA

JUNE      5-8  Summer Leadership Institute,
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