

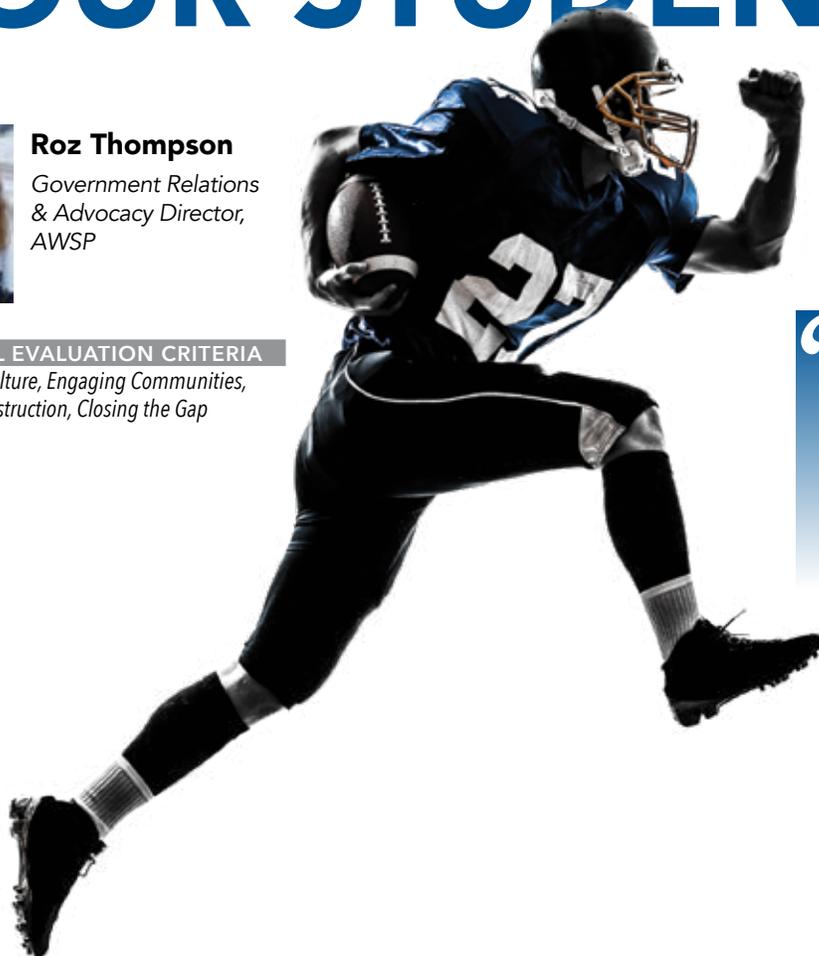
ADVOCATING FOR YOU AND YOUR STUDENTS



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PRINCIPAL EVALUATION CRITERIA

*Creating a Culture, Engaging Communities,
 Improving Instruction, Closing the Gap*



“ Your work has been so good, that it’s almost been silent. You have to carry your image forward — no one will do this for you.”

As Scott Seaman, our executive director, says in his column at the end of this issue, principal leadership matters. You demonstrate this daily to your students, teachers, and community members, but it is time to explain this to a much wider audience. We need to push further and advocate more clearly on behalf of our profession to explain what principal leadership is

and why it matters. As Gene Sharratt recently said to our AWSP Executive Board, “Your work has been so good, that it’s almost been silent. You have to carry your image forward — no one will do this for you.”

Our 2019 legislative platform will speak more specifically to the needs of school principals. It is time for us to be more proactive with policy in order to support our members and encourage future leaders.



Our platform for 2019 consists of the same three intersecting circles we had in 2018. These include ample funding, quality workforce, and student support. We believe support in all three of these areas will equate to success for all students.

AMPLE FUNDING

Despite a healthy increase in education funding from the Legislature for the “McCleary Fix,” inequities in education remain. Special education funding increased but is still not enough to cover costs incurred by districts. Regionalization benefitted many districts but did not help others. Fixed levy rates in the future will drastically limit the amount districts can collect from their communities which will negatively impact budgets.

So, what will be on the list of potential budget fixes for 2019? Increased special education funding makes the list and so does levy flexibility (especially for increased health care costs related to the new School Employees Benefit Board). OSPI’s budget request includes targeted requests for counselors, mental health, and school safety. Other groups will request funds for school construction and career-connected learning.

All of these are important to principals because these different fixes support the system of funding each district receives. And of great significance within this funding discussion is the need for all employees in a district to be paid a wage or salary that attracts and retains quality people. Our recent survey shows the gap between principal pay and teacher pay has narrowed. Data from over 500 K-12 principals (principals, associate, assistant principals, etc.) shows that 28 percent of principals have teachers in their buildings making more per year than they do and that 60 percent of principals have teachers in their buildings making more per diem.



Our whole education systems needs you. Competent teachers and students need competent leaders. It’s up to all of us to carry this message forward—we are all advocates!”

At AWSP, we will support budget fixes suggested by many groups. We will also create materials explaining the importance of supporting principals and principal leadership. We will share all of this with you, with our education partners, and with policy makers.

Besides waiting until next year when the cap on administrator salaries ends, what else can you do?

- Work with superintendents now to plan beyond this year.
- Work with local media to cover a “day in the life of the principal.”
- Share stories with people in your community (including your legislators) to showcase the work you do each day in order to increase understanding about the incredible responsibilities you have as well have the powerful impact you make on the students in your buildings.

Every role in the school is important and people need to understand what you do as the “Chief Education Officer” in your school.

QUALITY WORKFORCE

At AWSP, we are working to make sure we have strong programs for aspiring leaders, new leaders, and master leaders. Thanks to a great partnership with OSPI, we were able to include a budget request for additional money in 2019 to support our internship grant and our mentoring program. We also have support from The Gates Foundation and the Washington Roundtable to support our master leaders. You will start seeing professional learning resources coming your way thanks to Title II funds.

We also have a “wishlist” of ideas around how to increase support for principal leadership in other ways. One idea is to request funding for positions at OSPI and the nine ESDs to support principals. If you have any out of the box ideas, send them our way!

STUDENT SUPPORT

Support for all students is at the heart of our work. There will be many issues in 2019 that directly impact students and student learning, including school safety, mental health, and graduation waivers. We also hope the Governor’s budget includes funding for a new dormitory at Cispus (Burley Mountain Dorm) and increased funding for outdoor education for students. If you have student-centered issues you believe warrant more attention, let us know.

LOOKING AHEAD

Think about all of the ways you can create additional awareness and understanding about the realities and joys of being a principal. Our whole education systems needs you. Competent teachers and students need competent leaders. It’s up to all of us to carry this message forward—we are all advocates!

Finally, enjoy the Honor Roll in this issue, featuring our 2018 Torch of Leadership recipient, Sen. Lisa Wellman (D-Mercer Island). She is truly an advocate for students and the whole education system! ■